



Request for Pastoral Leadership for our Time of Transition

Church Name: _____ First Congregational Church of Haverhill, NH

Street Address: _____ 120 School Street, Haverhill, NH 03765

Web address (website, Facebook page): _____
<https://www.facebook.com/profile.php?id=100064888292049> _____

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.) ___resignation of a
settled pastor _____

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

Worship Leadership, Pulpit Supply

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

Patience, ability to provide stability while we seek a new settled
pastor _____

Information about your Congregation

Current Membership: _____ 67 _____ Non-Members Active in the Congregation:

Membership 5 yrs. ago: _____ 65 _____ Membership 10 yrs ago: _____ 130 _____

No. Attending Weekly Worship Services: _____ 15 in person and 25 average on Facebook

No. Participating in Weekly Education Programs: _____ 0 _____

No. Participating in Youth Programs: 0

Describe the Main Mission Emphasis of your Congregation: We need help and guidance here.

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

We support Our Church Wider Mission giving, We are a five for five giving church. We have a Deacons' fund to support those in need in our community We participate with the Church World Service kits mission. We support the local food pantry. We have a meaningful Sunday prayers, celebrations and concerns, segment of our worship service for community people and world events. We have a fledging clothing give away program.

Does your Congregation have a Mission Statement? No *If so, please attach it to this form.*

Is your Congregation Open and Affirming? not at this time

Does your Congregation have a Welcoming Statement that is available to visitors and the community at large? No *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.

 We have participated in music programs with other churches. We participated in Lenten Services/Supper in the area in concert with other churches and we are part of a six-church coalition that support a local food bank. We have been involved in a local cancer fundraising bicycle-event for several years.

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?*

A number of our members have participated in Prepared to Serve and a few have participated in the Horton Center camping programs. We have in the past sent delegates to the annual meeting. We have one member who is a member of the NHCUC Board of Directors.

Current Expense Budget: \$ 94,147 (Current Year)

Our Church's Wider Mission: \$ 2,600 (Current Year)

Number of Pledges: TBA Average Pledge Amount: \$ 30,281

Does the Church have an Endowment? Yes What is the approximate size of the Endowment? about \$300,000

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?

Shrinking attendance. Loss of focus or mission. We need to rebuild and find what God wants us to do in our community.

Is there unresolved Conflict in Your Church? Yes No **Other**; Adrift?

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.*

We are searching for meaning and purpose of why the First Congregational Church of Haverhill exists. We might have some conflict about finances and how to best use our resources and whether or not we need full-time ministry.

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.*

The congregation is aging. It has grown stagnant. We have some good technology, but limited knowledge on how to use it.

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:*

Part-time for the interim. Open for debate for a full-time called minister.

COMPENSATION AND SUPPORT

Is this position _____ ~~Full Time?~~ _____ Part Time – Part time for now.

If the position is part-time, how many hours or days of the week are expected? 25 hours for now.

Cash Salary offered: \$ 27,000

Housing Options:

_____ Housing allowance only

_____ Parsonage only

X _____ Would offer either

Housing Allowance Offered: \$ Negotiable

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.*)

___Yes___ Health Insurance ___X___ Individual _____ Family

___No___ Dental Insurance _____ Individual _____ Family

___Yes___ 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.

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

___Yes___ Meeting Expense Allowance

___Yes___ Business Mileage Reimbursed (IRS Rate) Not for commuting to and from home.

The initial term of the Covenant/Contract will be for:

_____ 12 months _____ 18 months _____ 24 months Yes ___X___ until a Settled
Pastor is called

NHCUCC Staff Person support this Search: _____

Phone: _____

Email: _____

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.

Ed Ballam Ed Ballam 2/28/2023
President / Moderator Date

Ed Ballam Contact information : email: edballam@charter.net Cell Phone number 603-728-9318.

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