



New Hampshire Conference United Church of Christ

A Just World For All

Request for Pastoral Leadership for Our Time of Transition

Church Name: The United Church of Winchester

Street Address: 99 Main Street, Winchester, NH 03470

Web address (website N/A), Facebook page: www.facebook.com/UnitedChurchofWinchester

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.)

The sudden death of our pastor.

What do you think is most needed by your Congregation during this time of Transition? We need someone who can provide a sense of stability, as we have been using supply pastors for over a year. We would like our pastor to be visible in the community and help us raise the profile of our church in the community. We are still experiencing grief over the death of our previous pastor and need our new pastor to help us with this.

What special skills, training, or gifts might be important in a Pastor who covenants to serve you during your time of Transition? We would like someone of strong faith and personal warmth. Because this is a part-time position, we need someone who is organized, can establish goals, and has good time management skills. We are looking for someone who can ask for assistance and guidance from the Congregation so that we all share in ministry and outreach.

INFORMATION ABOUT YOUR CONGREGATION

Current Membership: 57 total; 41 active

Non-Members Active in the Congregation: 19

The members of the St. Vincent DePaul Society also share our space and cooperate with us.

Membership 5 yrs. Ago: 96 total 41 active

Membership 10 yrs. ago: 123

No. Attending Weekly Worship Services:

Sunday morning: average 15 people.

Friday worship every other week: Average 7 people.

Online worship: average 30+ people

No. Participating in Weekly Education Programs: 14

No. Participating in Youth Programs: N/A

Describe the Main Mission Emphasis of your Congregation: Assisting the poor in our community and the region. Welcoming all inclusively. Creating a safe space for community groups. Growing spiritually ourselves in order to empower our ministries.

Give examples of the way your Congregation offers mission and ministry to your community and the world: We share our space with the St. Vincent DePaul Food Pantry and with two Alcoholics Anonymous meetings. Our church's missions include the Give and Take Blessing Nook (food), Church World service kits, socks for the homeless, mittens, hats and booties for The Learning Center (subsidized day care), Project Linus blankets, Shared Blessings clothing ministry. We rent space to the Grange and the Kiwanis Club at a low rate.

Does your Congregation have a Mission Statement?

"We covenant with God and with another empowered by the Holy Spirit, to proclaim the good news of God's love as revealed through Jesus Christ. We proclaim the gospel by deed as well as word to individuals, our community and our world as we strive to becoming a uniting church as a united church; welcoming all who enter seeking to carry out God's mission in the world."

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

Does your Congregation join other Congregation in the community for worship and/or service? If so, please describe some of these activities.

Community Creche opening. Thanksgiving Eve Service.

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 Conference's Outdoor Ministry Program (Horton Center) or attend education events (for example, Prepared to Serve, Boundary Awareness Training, ONA Celebrations, National Youth Events, etc.) sponsored by the United Church of Christ?

We have attended Prepared to Serve Training. We have taken a turn hosting a Southwest Association meeting.

Current Expense Budget: \$89,596.59

Our Church's Wider Mission: \$72.00 in 2024

Number of Pledges: 21 people pledged for 2024. A total of \$30,300 was pledged for the year. Three of those pledges were a one-time donation.

Average Pledge Amount: Weekly pledges average 12 individuals. The amount collected each week for just pledges varies from \$125 to \$800 or more. As of March 19th, we have received \$1,605 in pledge money.

Does the church have an Endowment? Yes.

What is the approximate size of the Endowment? See attached.

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?

Training in evangelism and outreach to obtain more members. Training in welcoming and greeting newcomers to the church. Being warm and welcoming. Dealing with grief. Expanding our visibility in the community.

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 an explanation to this form. N/A

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 a small very active Congregation. Our Congregation currently feels called to do more local and regional missions. Our Congregation represents a variety of economic and educational backgrounds. Of the four churches in our community, we are the only non-fundamentalist church. Because of our churches' long history, many townspeople think of this as their church even though they aren't members. We are open to innovation.

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:

20-25 hours weekly/5-6 units

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- pastoral care in collaboration with lay people (at least to those who are sick, elderly, grieving, or in emergency situations)
- participation in wider church activities such as conference and association meetings as time permits
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- energizing and deepening spiritual connections and faith understandings of other in all they do
- assist church with community outreach
- meeting with prospective new members
- Our minister should relate well to all ages, be well organized & disciplined and should be able to deal well with all income and social levels.

COMPENSATION AND SUPPORT

Is this position: _____ Full time? ___X___ Part Time?

If this position is part-time, how many hours or days of the week are expected? 24 Hours

Cash salary offered: \$32,000 annually

Housing Options:

- Housing allowance only
- Parsonage only
- Would offer either

Housing Allowance Offered: The pastor may divide up the annual compensation as desired. e.g.)

_____ %housing; _____ %salary and _____ %pension

Does the Compensation Package follow Conference Guidelines? No

OTHER BENEFITS OFFERED

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

Social Security Offset (Because clergy are treated as self-employed 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.)

See above 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 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

36 months

_____ until a Settled Pastor is called

NHCUCC Staff Person support this Search: Sarah Marean

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