Request for Pastoral Leadership for Time of Transition

First Congregational Church of Hampton, NH, Inc.
127 Winnicunnet Road
Hampton, NH 03824

www.fcchampton.org

Reason for Search: Current pastor is retiring after 21 years. There is no conflict involved in this transition, only well wishes. Due to the covid-19 restrictions, the church leadership is currently developing and testing ways to open the church for Sunday services in some form.

What we need most during this transition is to execute and effective search for a settled pastor. We also believe that the future of the church may not be just the Sunday service model. Two to three times more people are viewing online services than would be attending live summer services. We, therefore, look at this time of transition to explore various approaches to serve the needs of our members and friends as well as fulfill our mission.

Congregation Information

Current Membership: 156
Active Non-Members: 20
2015 Membership: 168
2010 Membership: 152

Weekly Attendance per week prior to covid-19
  Fall to Christmas: 120
  Winter: 90
  Summer: 45
  Average Weekly: 86
Weekly Attendance per week since covid-19 restrictions
  Online Services: 100 views estimated to be 120 people
Weekly Adult Education Programs - 24
Youth Programs - 36, avg 22 Active Sunday school will reconstitute during the interim's tenure.

Mission Statement: See Attachment A-Bulletin Cover
Faith, Covenant and Character: See Attachment B-Chapter II of Constitution
Open and Affirming in action, have yet to go through UCC program
Joint Easter Sunrise service with other churches

Members participate in NH Conference meetings and have had a member attend the last two General Synod
Current Expense Budget: $215,618

External Missions: $6,000
Special Missions: $9,500 (do not appear on budget)
God's Baby Closet: $9,000 (free diapers/wipes, clothes for newborn to toddler)

Total Pledges: $145,620
Number of Pledges: 75
Endowment: $456,503 (12/31/19)

**Compensation and Support**
Seeking full time interim pastor
Church office hours Monday – Thursday 9:00 – 1:00

<table>
<thead>
<tr>
<th>Item</th>
<th>Cost</th>
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<tbody>
<tr>
<td>Salary</td>
<td>$50,000</td>
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<tr>
<td>Social Security Offset</td>
<td>$5,898</td>
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<tr>
<td>Pension Contribution: 14% of base salary plus parsonage value</td>
<td>$11,009</td>
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<tr>
<td>UCC Health Insurance (est)</td>
<td>$14,000</td>
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<tr>
<td>Dental Expense</td>
<td>$1,000</td>
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<tr>
<td>UCC Life &amp; Disability Insurance</td>
<td>$1,200</td>
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<tr>
<td>Total Disbursement Compensation</td>
<td>$83,107</td>
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<tr>
<td>Parsonage Value</td>
<td>$28,500</td>
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<tr>
<td>In Residence Total Compensation</td>
<td></td>
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<tr>
<td>Vacation: One week/quarter</td>
<td></td>
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<tr>
<td>Criminal Background Check reimbursement, $160</td>
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<tr>
<td>Travel: Mileage at IRS rate</td>
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<tr>
<td><strong>Total Compensation</strong></td>
<td><strong>$111,607</strong></td>
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Term of contract: Until a Settled Pastor is found or by mutual agreement to terminate the relationship

**Local Church Contact:**
Tracy Emerick, Moderator
Call/Text: 603-498-6002
tracyemerick@gmail.com

**Conference Contact:**
Rev. Gordon Rankin
603-225-6647
grankin@nhucc.org
FIRST CONGREGATIONAL CHURCH, UCC
127 Winnacunnet Road, Hampton, N. H. 03826
Rev. Deborah B. Knowlton – Pastor
Jennifer Ramsay – Music Director
Ministers – All members
Office Hours – Monday-Thursday 9-12 noon
603-926-2837
Email: office@fcchampton.org
pastor@fcchampton.org
Website: fcchampton.org
Partnered with Fern Valley Church in Zimbabwe
Proclaiming Jesus Christ since 1638. Our Mission is “to be a
Christ-centered Church with an inviting faith, a growing faith
and a serving faith.” We welcome you to join with us in
accomplishing this mission.
July 26, 2020
CONSTITUTION and BY-LAWS
First Congregational Church
of Hampton, New Hampshire, Inc.

I - NAME

This church shall be called the First Congregational Church of Hampton, New Hampshire, Inc.

II - FAITH, COVENANT AND CHARACTER

Section 1. The objective of the First Congregational Church of Hampton, New Hampshire, and its basis for Christian fellowship is expressed in the following confession of our faith and church covenant:

We believe in God the Father, infinite in wisdom, goodness and love, and in His Son, Jesus Christ, our Lord and Savior. We believe in the Holy Spirit who comforts, renews and inspires our lives and reveals Christ to us.

We are united in our desire to know God’s will as taught in the Holy Scriptures and in our purpose to walk in the way of the Lord.

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We hold it to be the mission of the Church of Christ to proclaim the gospel to all people. We worship the one true God and labor for the progress of knowledge, the promotion of justice, the reign of peace and the realization of our common bond in Christ with all who believe.

We depend, as did the founders of this church, upon the continued guidance of the Holy Spirit to lead us into all truth. We work and pray for the changing of the world into the Kingdom of God, and look with faith to Christ’s return and everlasting life.

We believe in the freedom and responsibility of the individual Christian and the right of private judgment. While we hold to the autonomy of the local church and
its independence of all ecclesiastical control, we also cherish opportunities for cooperation with other churches in matters of common concern. We acknowledge our membership in the United Church of Christ (UCC).

We affirm the liberty of our church, the validity of our ministry, and hold to the unity of all believers in Christ. We agree to proclaim this gospel, submit ourselves to the orderly administration of the affairs of the church and to walk together in Christian Love.

Section 2. As an incorporated body under the laws of the State of New Hampshire, this Church will undertake to manage its own business affairs and covenantal relationships with other UCC congregations in Rockingham County.

It adopts as its corporate seal

![Corporate Seal](image_url)

III – Membership

Section 1. Qualifications. Its membership consists of (1) all who at the adoption of these By-Laws are members of the First Congregational Church of Hampton, New Hampshire, in good and regular standing; (2) all who are received into membership by confession of faith or letter of transfer or successful completion of this Church’s confirmation class. They must be baptized and in agreement with Article II of these By-Laws the statement of “Faith, Covenant and Character” and approved by a two third vote of the Diaconate upon recommendation of the Pastor.