



## Request for Interim Leadership

Church Name: United Church of Acworth

Church Location: 13 Town Hall Road, Acworth, NH 03601

Vacant Position: Minister (1/2 time)

Date of Vacancy: November 11, 2019

No. of Current Members: 43

No. of Members 5 yrs. ago: about the same

No. of Members 10 yrs ago: about the same

No. Attending Weekly Worship Services: 35

No. Participating in Weekly Education: no Christian Education at this time

No. Participating in Youth Ministries: no youth at this time

Current Expense Budget: \$ 87,929 (Current Year)

Our Church's Wider Mission: \$ 3264 (Current Year)

Number of Pledges: no pledging at this time      Average Pledge Amount: \$ N/A

Main Mission Emphasis of this Local Church:

Our main mission emphasis is to share the love of God within our local community by supporting community groups and needs (food shelf, domestic violence support network, etc.)

Examples of being in relationship (covenant) with other local churches of the United Church of Christ:

- Shared worship service with Alstead
- Relationship with Alstead church is such that Pastor Maureen is providing emergency coverage
- Connection with Rev. Mark Koyama in Jaffrey, and Rev. Kurt Shaffert in Bellows Falls

No. Participating in Association Activities in the past year: 2

No. Participating in New Hampshire Conference Activities in the past year: 4

During the interim period, the interim minister explores five Focus Points with the congregation:

- HERITAGE – Reviewing how the congregation has been shaped and formed
- LEADERSHIP – Reviewing the member needs and its ways of organizing and developing new and effective leadership
- MISSION – Defining and redefining sense of purpose and direction
- CONNECTIONS– Discovering all the relationships a faith community builds outside of itself
- FUTURE – Developing congregational and pastoral profiles

In addition to these areas, what else might your congregation want to explore during this time of transition:

- How do we remain spiritually and temporally relevant in our community
- How do become (and the communicate) that we are a safe and welcoming place to be
- How do we deal with our loss of our Pastor, who also has dual roles within our community. Many have expressed that this has been the hardest Pastoral loss for decades.

Primary Goals for Interim Time:

1. To see our church with new eyes, and to help us see ourselves with those new eyes
2. Help us understand not only what we want, but also what we need in a next minister.

The Compensation Package offered to the interim should be the same as that of the most recent settled pastor.

Cash Salary offered \$18,210 (Our pastor was  $\frac{3}{4}$  time, but we're looking for  $\frac{1}{2}$  interim.)

Conference Compensation Guidelines: \$ \_\_\_\_\_

#### Housing

\_\_\_\_\_ Housing allowance only \$ \_\_\_\_\_

Parsonage only (\$10,860 FMV without utilities)

\_\_\_\_\_ would offer either

Pension Contribution (~~14%~~ 12% of Base Salary plus Housing Allowance/Parsonage Value)

Social Security Allowance

\_\_\_\_\_ Health Insurance      \_\_\_\_\_ Individual      \_\_\_\_\_ Family

\_\_\_\_\_ Dental Insurance      \_\_\_\_\_ Individual      \_\_\_\_\_ Family

Vacation (1 week per quarter for full time Interim)

\_\_\_\_\_ Meetings

Business Mileage Reimbursed (IRS Rate) (budgeted \$3016/5200 miles)

\_\_\_\_\_ Participation in the NHCUCC Interim Ministers Group - Third Thursday, 9:00-11:00 AM  
New Hampshire Conference UCC – 140 Sheep Davis Road; Pembroke, NH 03375

\_\_\_\_\_ 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.*

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

\_\_\_\_\_ 12 months      \_\_\_\_\_ 18 months      \_\_\_\_\_ 24 months      \_\_\_\_\_ until a Settled Pastor is called

\_\_\_\_\_ Full-time Interim Ministry

Part-time Interim Ministry

If part-time, indicate the number of hours/days per week is expected: 20 hours/week

Interim Selected by: We do not have a search committee at this time and need to establish a procedure. In general, such decisions would be reviewed by the Deacons. Their recommendation would be approved (or not) by the Church Council. We may also choose to have a full church meeting to vote on the decision.

Is there unresolved Conflict in Your Church?  Yes      \_\_\_\_\_ No

Level of Conflict in Your Church (Low 1, 2, 3, 4, 5 High): 2

Do you perceive that your previous pastor was contributor to the conflict? x Yes \_\_\_\_\_ No

If yes, please explain:

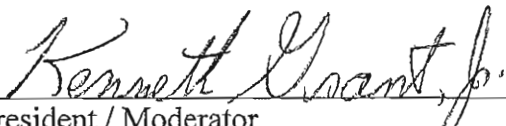
- Children in church - the role of young children in church, and where the boundaries are
- How do you pastor (and preach) in a politically polarized world to a pretty small politically diverse town. Even when attempting to be politically neutral, aspects of the gospel message have been viewed with red and blue lenses, and there have been accusations of preaching politics (by a very small minority)
- Visitation - there have been concerns of needing more visitation

What are the perceived issues in your congregation now:

- Buildings - four buildings, which strain not only our (small) finances but also our energies in keeping up with them
- Committees - too few people for too many committees
- Aging congregation - average age of 65, and we're not growing

NHCUCC Staff Person Related to this Search: Rev. Gordon Rankin  
Phone: 603-715-9527  
Email: grankin@nhcucc.org

It is understood that information contained on this form may be communicated by the Conference Minister to potential candidates.

  
\_\_\_\_\_  
President / Moderator

12-28-19  
\_\_\_\_\_  
Date

Once an interim has been chosen and a covenant has been signed, it is understood that a copy of the Interim Covenant/Contract will be forwarded to the Conference Minister.