Request for Pastoral Leadership for our Time of Transition

Church Name:
Community Congregational Church (UCC) in Greenland, NH
P.O. Box 128, Greenland, NH 03840
(Street Address: 4 Church Lane Greenland, NH)

Facebook page is Community Congregational Church of Greenland. This is where we upload videos from our church services.

1. What circumstance has caused your congregation to enter into a time of Transition?
   • Retirement of settled pastor and then of interim minister.

2. What do you think is most needed by your congregation during this time of Transition?
   • Providing church members and friends with meaningful online worship.
   • Organizing and strategizing for church after the pandemic.
   • Guidance in our financial structure. We are in the process of selling two assets.
   • Maintaining meaningful lines of communication to stay connected, esp right now.
   • Staffing: We are without office assistant and organist, but have good temporary help.

3. What special skills, training, or gifts might be important in a Pastor who covenants to serve you during your time of Transition?
   • Understanding an aging congregation.
   • Having a good grasp of Scripture.
   • Maintaining flexibility in the face of unforeseeable times.
   • Being able to fall back on a sense of humor.

Information about your Congregation

Current Membership:
   117(active & inactive)
   15 Non-Members Active in the Congregation
Membership 5 yrs. ago: __221
Membership 10 yrs ago: _195

No. Attending Weekly Worship Services: _50 (prior to shutdown, and ~25 during online presence)
No. Participating in Weekly Education Programs: _12 (currently 9 people are in a book group)
No. Participating in Youth Programs: _6 (that was prior; currently, none)

Describe the Main Mission Emphasis of your Congregation:
   • To worship God and serve God’s people.
Give examples of the way your Congregation offers mission and ministry to your community and the world.

- Feeding the hungry: from our food pantry and Crop Walk
- Housing the homeless: Supporting Seacoast Family Promise
- Extending hospitality to strangers: through involvement in the Welcome Home Project that furnishes apartments for immigrants and refugees.
- We are also a 5 for 5 church.
- Keeping lines of communication open with members and friends through newsletters.

Does your Congregation have a Mission Statement?

- It’s stated and reflected in the previous two responses and is:
  - “God calls us together to welcome all and to serve God, each other, this community, and the world in the spirit of Christ’s love.”


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

- It’s printed in every bulletin and is our mission statement. See above.

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

- Shared confirmation classes with North Hampton.
- Work with other local faith communities on Seacoast Family Promise.
- Coordinate Welcome Home Project with Exeter UCC.
- Jericho walks with other faiths.
- Shared 2020 Ash Wednesday service with North Hampton.

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? Yes. Has anyone from your congregation attended General Synod? Yes. Do your members take advantage of the Conference’s Outdoor Ministry Program (Horton Center Yes.) or attend educational events (for example, Prepared to Serve Yes, Boundary Awareness Training, ONA Celebrations Yes, National Youth Events, etc.) sponsored by the United Church of Christ?)

Current Expense Budget: $145,000 (Current Year)
Our Church’s Wider Mission: $7,220 (Current Year)

Number of Pledges: 32
Average Pledge Amount: $2,350
Does the Church have an Endowment? Yes
What is the approximate size of the Endowment? $100,000.
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?
  • Remain a viable congregation in all senses of the word. (See response to Q 2 on P 1.)

Is there unresolved Conflict in Your Church?    Yes _____    No_____
Differences of opinion exist on any number of significant issues, but harmony prevails.

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.*
  • The conflict revolved around staff, and we are now seeking new staff.

Are there any other factors that you feel prospective ministers should know about your Congregation?
  • We look forward to the interviews.

**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:
  • Farewell tasks with property
  • Staff reconfiguration
  • Preparation and leadership of Sunday worship
  • Faith formation through prayer and Bible study with congregation
  • Providing pastoral care in collaboration with lay people
  • Participation in wider church activities as time permits
  • Time for study and prayer
COMPENSATION AND SUPPORT

This position is **Part Time, 20-25 hours per week.**

Cash Salary offered: **$23,200.**

Housing Options:
- X_____ Housing allowance only
- _____ Parsonage only
- _____ Would offer either

Housing Allowance Offered: **$6,800.**

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 _____ Individual   X_____ Family (capped at $10,000)
- _____ Dental Insurance _____ 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)
- X_____ Meeting Expense Allowance
- X_____ Business Mileage Reimbursed (IRS Rate)

The initial term of the Covenant/Contract will be for:
- _____ 12 months  _____ 18 months  **X_____ 24 months**  **X_____ until a Settled Pastor is called**

NHCUCC Staff Person support this Search:
- Rev. Gordon Rankin
  - Phone: (603) 225-6647
  - Email: GRankin@nhucc.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.

**Chris Shultz, Member-at-large & Chair of Council  DATE**

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August 12, 2020