Request for Interim Leadership

Church Name: Pilgrim Congregational Church, UCC

Church Location: 4 Watson Street, Nashua, NH 03064

Vacant Position: minister

Date of Vacancy: January 13th, 2020

No. of Current Members: 61

No. of Members 5 yrs. ago: 72

No. of Members 10 yrs ago: 132

No. Attending Weekly Worship Services: 40

No. Participating in Weekly Education: 8 adults and 3 children on average

No. Participating in Youth Ministries: N/A

Current Expense Budget: $230,000 (Current Year)

Our Church’s Wider Mission: $3,000 (Current Year)

Number of Pledges: 27       Average Pledge Amount: $1,966
Main Mission Emphasis of this Local Church

PILGRIM CONGREGATIONAL CHURCH’S VISION STATEMENT

Pilgrim Congregational Church, United Church of Christ will be known as a vital, active community of extravagant welcome, faith and spirit.

PILGRIM CONGREGATIONAL CHURCH’S MISSION STATEMENT

Pilgrim Congregational Church, United Church of Christ carries out Christ’s mission on Earth by: Accepting all “no matter where you are on life’s journey” joyfully sharing our love, time, talents and resources nurturing faith and faithfulness through worship, study and fellowship within and beyond our walls.

PILGRIM CONGREGATIONAL CHURCH’S OPEN AND AFFIRMING STATEMENT

Pilgrim Congregational Church, United Church of Christ, of Nashua, NH, is committed to being an Open and Affirming Congregation, and a loving and accepting Christian community.

We welcome and accept all who seek to follow Christ into our community of faith. This extravagant welcome and acceptance extends to people of every sexual orientation, gender identity or expression, marital status, family structure, mental or physical ability, cultural or ethnic background, socio-economic status, and, all ages from birth to 100 plus.

We embrace everyone and celebrate our faith, and all of our differences, together. We joyfully share our time, talents, and resources, nurturing faith and faithfulness through worship, study and fellowship within and beyond our walls, to enrich all those in our world and all that God has created and entrusted to our care.

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

- Our minister had been part of the Hillsborough Association clergy group that meets regularly while a congregation member Holly Pare is Scribe of Association group.
- Another congregation member is Parliamentarian for the New Hampshire Conference UCC, and a former member, who passed away, was very active in the NHC UCC on the church’s behalf.
- Pilgrim Church also has representation on the Nashua Area Interfaith Council with the First Church of Nashua UCC and Congregational Church of Hollis UCC
- Annual CROP Walk (put on by NAIC)
- Several congregation members participated in the Prepared to Serve sessions earlier this year put on by the NH Conference.
No. Participating in Association Activities in the past year: 2

No. Participating in New Hampshire Conference Activities in the past year: 10

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:

• Support needed to help educate the congregation on transitioning from a full time ministry to a part time ministry due to decline in membership that has resulted in endowment limitations and budget constraints.

Primary Goals for Interim Time:

1. Help nurture and heal our congregation
2. Help the congregation decide whether our settled pastor will be full time or part time
3. Provide meaningful sermons that fit the congregation’s current climate, i.e., declining membership due to the passing of members, motivating the congregation to be cheerful givers of time, treasure, talent, work together with focus on asking for GOD’s help.
4. Provide strong leadership and guidance to church staff, lay leaders and congregation.
5. Position requires a self motivated and proactive minister who works well with many volunteers (lay leadership)
6. Help create a plan for outreach to the community
The Compensation Package offered to the interim should be the same as that of the most recent settled pastor.

- Cash Salary offered $26,957 (including housing allowance. Cash Salary will be adjusted based on years ordained and number of religious degrees)

Conference Compensation Guidelines: $26,957

**Housing**

- [ ] XX Housing allowance only
- [ ] ___ Parsonage only
- [ ] ___ would offer either

**XX** Pension Contribution (14% of Base Salary plus Housing Allowance/Parsonage Value)

**XX** Social Security Allowance

- [ ] 50% Health Insurance ___ XX Individual ___ Family
- [ ] 50% Dental Insurance ___ XX Individual ___ Family

**XX** Vacation (1 week per quarter for full time Interim)

**XX** Meetings

**XX** Business Mileage Reimbursed (IRS Rate)

**XX** Participation in the NHCUCC Interim Ministers Group - Third Thursday, 9:00-11:00 AM

New Hampshire Conference UCC – 140 Sheep Davis Road; Pembroke, NH 03275

**XX** 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
- [ ] ___ XX ___ until a Settled Pastor is called

- [ ] ___ Full-time Interim Ministry

**XX** Part-time Interim Ministry

If part-time, indicate the number of hours/days per week is expected: 20 hours/number of days; TBD, to be mutually agreed upon between the minister and the leadership of the church

Interim Selected by:  Team to be appointed by Ministry Oversight Team (one person from each of the 5 church teams: Operational Stewardship, Community Life, Education, Diaconate, World Care
Is there unresolved Conflict in Your Church?  ___XX___ Yes  ____ No

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

Do you perceive that your previous pastor was contributor to the conflict?  ___XX___ Yes  ____ No

- If yes, please explain: conflict revolved around a number of issues, including the amount of
time that a minister should spend in the church building and the ability to provide the right
type of leadership skills to fit the church’s needs
- Residual feelings about previous minister that we are all still healing from but we have a great
lay leadership team that gets along well and wants to move forward

What are the perceived issues in your congregation now:
- whether to transition to a part time minister or remain a full time ministry despite declining
membership which has resulted in budget constraints and concerns around whether the
church’s endowment funds will be available long term
- lay leaders are holding multiple positions and/or have held positions for many terms
- congregation is in critical need of pastoral care that is nurturing and healing

NHCUCC Staff Person Related to this Search: Richard N. Slater, Associate Conference Minister

Phone: 603-715-9525

Email: rslater@nhucc.org

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

[Signature]
President / Moderator

3/1/2020
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.

Rev. 10/2016