Request for Interim Leadership

Church Name:  **First Congregational Church & Society (aka Rindge UCC)**

Church Location:  **6 Payson Hill Road, Rindge, NH 03461**

Vacant Position:  **Pastor**

Date of Vacancy:  **May 16, 2020**

No. of Current Members:  **79**

No. of Members 5 yrs. ago:  **98**

No. of Members 10 yrs ago:  **116**

No. Attending Weekly Worship Services:  **43**

No. Participating in Weekly Education:  **10** (Adult Bible Study and Children’s Sunday School)

No. Participating in Youth Ministries:  **4-6**

Current Expense Budget:  **$139,131** (Current Year)

Our Church’s Wider Mission:  **$4,000** (Current Year)

Number of Pledges:  **34**  Average Pledge Amount:  **$1,655**

Main Mission Emphasis of this Local Church:

- Several extensive food delivery programs to feed the children in Jaffrey and Rindge, working with the schools and community volunteers
  - Manage Got Lunch program for 100 children during school and summer vacations and now weekly during this pandemic remote learning time
  - Implemented and source Rindge Memorial School, Middle and High School food pantries
Monthly "Theology on Tap" in local restaurant where church and community participants gather to discuss topics related to our deeper purpose
Offered three mindfulness classes for church members and community participants within the last year
Worked with area churches to hold occasional services at the Cathedral of the Pines
Project Linus support through monthly gatherings and yearly event with community participants from the Monadnock region
Heifer Project with children and youth
Coat Drive and monetary support for 100 Nights in Keene
Town staff, police, fire and school teacher appreciation activities to honor their commitment to our community

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

- A church members currently serves or recently served on the Southwest Association COCM
- Two church members are part of the leadership of the Southwest Association
- In the last year, we had two members and one pastor hold Conference leadership or Conference Ministry roles
- We have a history of members being in leadership roles in each setting of the church, including a NH Conference delegate for the most recent Synod
- Participated in joint Ash Wednesday service with two UCC churches in Jaffrey
- Shared our organizational structure and Got Lunch programs with several local churches
- Numerous years of being a 5-for-5 church in the UCC

No. Participating in Association Activities in the past year:  8
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:

- Explore and strengthen ties and cooperation with our neighboring UCC churches
- Fine tune our organizational structure to address limited resources (time, energy & money)
- Explore how to keep membership engaged and active
- Find exciting ways to effective use our monetary and personnel gifts, time and talents

Rev. 10/2016
- Address lower Sunday morning attendance while providing appealing opportunities for faith-based growth

Primary Goals for Interim Time:

1. Maintain inspiring and relevant Sunday morning services.

2. Support and encourage members to develop and grow in their relationship with God.

3. Address the changing/differing needs of our church family while continuing to honor the traditions of the UCC.

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

Cash Salary offered  **Total salary and benefits package up to $43,000 to allow pastor flexibility in meeting personal needs for benefits and housing.**

Conference Compensation Guidelines: $ __________________________

Housing

_____ Housing allowance only $ __________________________

_____ Parsonage only

_____ would offer either

_____ Pension Contribution (14% 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)

_____ 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  **X until a Settled Pastor is called**

_____ Full-time Interim Ministry

*Rev. 10/2016*
Part-time Interim Ministry

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

Interim Selected by: Interim Search Committee, appointed by governing body

Is there unresolved Conflict in Your Church? _X_ Yes _____ No

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

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

If yes, please explain:
- Move from full time to part time
- Pastor visibility
- Limited visitation by pastor

What are the perceived issues in your congregation now:
- Changing commitment and participation in traditional Sunday morning worship
- Aging population
- Continued reliance on our endowment to support operating budget deficits
- Desire for additional pastoral visitation

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

Date

May 19, 2020

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.