Request for Interim Leadership

Church Name: Congregational Church of Temple

Church Location: 17 Main Street, Temple, NH 03084

Vacant Position: Minister

Date of Vacancy: September 1, 2019

No. of Current Members: 50

No. of Members 5 years ago: 65

No. of Members 10 years ago: 75

No. Attending Weekly Worship Services: 25-30

No. Participating in Weekly Education: 10

No. Participating in Youth Ministries: 10

Current Expense Budget: $362,000 (Current Year)

Our Church’s Wider Mission: $1000 (Current Year)

Number of Pledges: 25  Average Pledge Amount: $500

Main Mission Emphasis of this Local Church:
Feed the hungry with food and spiritual nourishment
Examples of being in a relationship (covenant) with other local churches of the United Church of Christ: None

Number participating in Association activities in the past year: 1

Number of members participating in NH Conference activities in the past year: 1

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 re-defining 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: Build the spiritual health of the community and the church

Primary Goals for Interim Time:

1. Facilitate and enabling the congregational nature of our church to strengthen spiritually, resolve relationships, make the comfort and embrace of our church service to excite the community to learn more about our Lord, to visit members present and past, and to encourage the growth in our music and choir.

2. 

3. 
The Compensation Package offered to the interim should be the same as that of the most recent settled pastor.

Cash Salary offered $39,000

Conference Compensation Guidelines: $ N/A

Housing
- Housing allowance only $10,000
- Parsonage only
X would offer either

$6,860 Pension Contribution (14% of Base Salary plus Housing Allowance/Parsonage Value)
_____ Social Security Allowance

$8,800 Health Insurance
- Individual
- Family

$1,200 Dental Insurance
- Individual
- Family

4 Vacation (1 week per quarter for full time Interim)

$500 Meetings

$1000 Business Mileage Reimbursed (IRS Rate)

N/A 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

$160 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

X Full-time Interim Ministry

X Part-time Interim Ministry
If part-time, indicate the number of hours/days per week is expected: __20 hrs._

Interim selected by: ___Congregation______________________________

Is there unresolved conflict in your church? X Yes

Level of Conflict in Your Church (Low 1, 2, 3, 4, 5 High): 3-4
Do you perceive that your previous pastor was contributor to the conflict?  

X Yes  __ No

If yes, please explain: Broad differences of opinion regarding a host of issues, from freedom in the pulpit to financial exercises, broaching of promises, etc.

What are the current perceived issues in your congregation?
Working more effectively as a team within our congregational church.

NHCUCC Staff Person Related to this Search:  Reverend Richard Slater

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.

Signed:

Bruce Kullgren
Council Chairman/Moderator

12/16/19  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.

Revised: 12.16.19