Request for Interim Leadership

Church Name: West Lebanon Congregational Church

Church Location: 18 Maple Street, West Lebanon, NH 03784

Vacant Position: Pastor

Date of Vacancy: 2/1/2020

No. of Current Members: 146
No. of Members 5 yrs. ago: 143
No. of Members 10 yrs ago: 221

No. Attending Weekly Worship Services: 65
No. Participating in Weekly Education: 6-8
No. Participating in Youth Ministries: 10-12

Current Expense Budget: $139,988 (Current Year)

Our Church's Wider Mission: $5,600 (Current Year)

Number of Pledges: 45 Average Pledge Amount: $1500

Main Mission Emphasis of this Local Church:

5x5 UCC Special Offerings; Local Community Dinner; Crop Walk
Examples of being in relationship (covenant) with other local churches of the United Church of Christ:

No. Participating in Association Activities in the past year: 4

No. Participating in New Hampshire Conference Activities in the past year: 6

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:

Weekly Worship: Conduct baptisms, funerals, and weddings;
Visitation

Primary Goals for Interim Time:

1. Provide Leadership
2. Strengthen Worship
3. Promote and maintain youth programs
The Compensation Package offered to the interim should be the same as that of the most recent settled pastor.

Cash Salary offered $ 26,700

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 ☑ 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: ________

Interim Selected by: ______________

Is there unresolved Conflict in Your Church? ☐ Yes ☑ No

Level of Conflict in Your Church (Low 1, 2, 3, 4, 5 High): ________
Do you perceive that your previous pastor was contributor to the conflict? _____ Yes  _____ No

If yes, please explain:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

What are the perceived issues in your congregation now:

Stable to shrinking population; older membership;

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NHCUCC Staff Person Related to this Search: Richard Slichter

Phone: (603) 715-4625

Email: __________________________

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

President / Moderator

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.