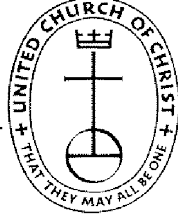


# MAINE CONFERENCE



## REQUEST FOR INTERIM LEADERSHIP

Church Name: Stevens Avenue Congregational Church

Church Address: 790 Stevens Avenue Portland Maine 04103

Vacant Position: Pastor

Date of Vacancy: 12/01/19

# Current Membership: 29

# Membership 5 years ago: 36

# Membership 10 years ago: 39

# Average Weekly Worship Attendance: 32

# Participating in Weekly Adult Education: 12

# Participating in Youth Ministries: 0

Current Year Annual Church Budget: \$ 99,360.00

Current Year Our Church's Wider Mission (OCWM): \$                     

# Pledging Units: 19                      Average Annual Pledge Amount: \$ 75,000

### What is the mission emphasis of this local church?

Music- Evangelism- Prayer- Spark

### List examples of how your church is in relationship (covenant) with other local churches of the United Church of Christ and other churches in the area:

Food Pantry with Woodfords Congregational Church and we share our Annual Fair with other area Churches

# Participating in Association activities in the past year: 5

# Participating in Maine Conference UCC activities in the past year: 2

During the interim period, the Interim Minister leads the congregation through five recognized interim ministry tasks:

1. Heritage: Who are we?
2. Connections: Who is our neighbor?
3. Mission/Vision: What is God calling us to do and become in this time and place?
4. Leadership: How do we align our leadership/congregational resources to our vision?
5. Futuring: What type of pastoral leadership do we need and how do we seek it?

In addition to those named above, other interim tasks include:

- 1.
- 2.
- 3.

What are the primary goals for this interim time?

- 1.
- 2.
- 3.

Is there unresolved conflict in the church? \_\_\_\_\_ Yes     No

Rate the level of conflict in the church (Low 1, 2, 3, 4, 5, High)   2  

Do you perceive that your previous pastor was a contributor to the conflict? Yes/No    No

If yes, please explain:

He helped us resolve conflict

What are the perceived issues in your congregation now?

Continue to enhance transparency.

**COMPENSATION OFFERED**

**Please Note:**

~~The compensation package offered to the new minister is typically no less than that of the most recent settled pastor.~~

- 1) **SALARY AND HOUSING**                      **Negotiable**
  - a) Cash Salary: \$ \_\_\_\_\_
  - b) Housing Allowance: \$ \_\_\_\_\_
  - Or value of parsonage (30% of cash salary): \$ \_\_\_\_\_

**Negotiable**

2) **BENEFITS**

- a) Annuity UCC Pension Plan (14% of Salary & Housing): \$ \_\_\_\_\_
- b) Social Security Allowance (Salary and Housing x 7.65%): \$ \_\_\_\_\_
- c) Life Insurance & Disability Income Plan (Salary and Housing x 1.5%): \$ \_\_\_\_\_
- d) Health & Dental Insurance (UCC rate): \$ \_\_\_\_\_  
 \_\_\_\_ Individual \_\_\_\_ Family
- e) Vacation: \_\_\_\_ weeks
- f) Continuing Education/Study Leave: \_\_\_\_ weeks
- g) Post Interim Sabbatical Leave: \_\_\_\_ weeks
- h) Other: \_\_\_\_\_

3) **REIMBURSEMENT FOR CHURCH RELATED EXPENSES**

**Negotiable**

- a) Mileage (Current IRS rate): \$ \_\_\_\_\_
- b) Cell phone & Internet: \$ \_\_\_\_\_
- c) Conferences/Meetings: \$ \_\_\_\_\_
- d) Other Church Related Expenses: \$ \_\_\_\_\_
- e) Criminal Background Check: \$160.00

**TOTAL COMPENSATION PACKAGE FOR PASTORAL SERVICES: \$ Negotiable**

The position is considered: **Negotiable**

\_\_\_\_ Full time

\_\_\_\_ Part-time (Specify # Hours per week: \_\_\_\_ or # Units per week: \_\_\_\_)

The initial term of the interim covenant/contract will be for 18 months.

\_\_\_\_ The compensation is within the Maine Conference Clergy Compensation Guidelines.

\_\_\_\_ Participation in Interim Ministry Network Affinity Group is encouraged.

\_\_\_\_ A Transition Team will be established and meet with the minister regularly to support the ministry.

\_\_\_\_ A formal review and evaluation of the ministry will be conducted at 6 months.

\_\_\_\_ Termination by either party with at least 90 day's written notice.

Who will select the Interim? Council of Ministries

Person(s) preparing this request: Dennis Hersom - Moderator

Date prepared: 11/26/19

**Maine Conference UCC staffing search:**

Rev. Darren L. Morgan  
 Associate Conference Minister  
 337 State Street, Suite 3  
 Augusta, Maine 04330-6122  
 Cell phone: 207-944-9469  
 E-mail: dmorgan@maineucc.org

[The information contained in this form will be shared with potential interim candidates]