

Request for Pastoral Leadership for our Time of Transition

Church Name: First Congregational Church of Kensington, U.C.C.

Street Address: 108 Amesbury Rd., Kensington, NH 03833

Web address (website, Facebook page): website: Kensingtonnhchurch.com

What circumstance has caused your congregation to enter into a time of Transition?
(for example, resignation or retirement of settled pastor, change in Compensation for Pastor,
premature termination of the minister's service to the congregation, etc.) _____

resignation/retirement of settled pastor

What do you think is most needed by your congregation during this time of Transition?
Personable pastor to help us maintain or increase participation

What special skills, training, or gifts might be important in a Pastor who covenants to serve you
during your time of Transition? Computer skills, sense of humor,
thoughtful sermons

Information about your Congregation

Current Membership: 42 ^(active) Non-Members Active in the Congregation: 5

Membership 5 yrs. ago: 61 ^(active) Membership 10 yrs ago: 174 ^(includes inactive)

No. Attending Weekly Worship Services: 34 ^(average)

No. Participating in Weekly Education Programs: 12

No. Participating in Youth Programs: 5

Describe the Main Mission Emphasis of your Congregation: _____
Please see attached for information regarding our mission,

Give examples of the way your Congregation offers mission and ministry to your community and the world. see attached

Does your Congregation have a Mission Statement? No If so, please attach it to this form.

Is your Congregation Open and Affirming? No

Does your Congregation have a Welcoming Statement that is available to visitors and the community at large? If so, please attach it to this form. "No matter who you are, or where you are going on life's journey, you are welcome here."

Does your Congregation join other congregation in the community for worship and/or service? If so, please describe some of these activities. The only other church in town is Universalist church which essentially is closed at this time.

Please give examples of how your Congregation involved in the wider United Church of Christ? (For example, does your congregation send delegates to meetings of the Association or Conference? Has anyone from your congregation attended General Synod? Do your members take advantage of the Conference's Outdoor Ministry Program (Horton Center) or attend educational events (for example, Prepared to Serve, Boundary Awareness Training, ONA Celebrations, National Youth Events, etc.) sponsored by the United Church of Christ?

We have participated regularly in Prepared to Serve and have sent delegates to the Conference Annual Meetings.

Current Expense Budget: \$ 92,000 (Current Year)

Our Church's Wider Mission: \$ 0 (Current Year)

Number of Pledges: 15 Average Pledge Amount: \$ 1825.⁰⁰

Does the Church have an Endowment? Yes What is the approximate size of the Endowment? \$160,000⁰⁰

Congregational Concerns

What are the most significant concerns of your congregation, concerns or issues that you hope will be given attention during this time of Transition?

Financial stability, bringing in new members.

Is there unresolved Conflict in Your Church? Yes No

Please describe the nature and intensity of the Conflict, and any efforts that have been made to bring resolution of the Conflict. If necessary, please attach explanation to this form.

Congregational Church of Kensington Mission

While we do not have a formal mission statement, the following is in our By-Laws:

“By the aid of the Holy spirit to walk together in Christian love, to strive for the advancement of this church...and to contribute according to our ability toward the maintenance of a faithful ministry among us and toward the spread of the Gospel throughout the world.”

In our Vision Statement created in 2008

Our Vision is to be...

- a community of faith, where all are called by god to be ministers to one another, living by His grace and nurtured by His love.
- a hopeful church excite and energized as we realize our potential for spiritual growth.
- a loving family, where all are welcomed and cared for, with God as our Parent.
- a group of eager disciples to work in service to our neighbors and to the greater world around us.

Today if asked, we would say simply that our mission is to maintain a loving Christian church presence in our community that reaches out to meet its spiritual needs. We reach out beyond our local community as we can.

The following are mission activities supported by the congregation.

- Thanksgiving meals to 5 families in the surrounding community
- Christmas gifts for children in 4-5 families
- Food or grocery certificates when the need is expressed in Kensington
- Ukama partnership with Devuli ZUCC in Zimbabwe – donations of items and money
- Community Newsletter sent to all Kensington residents
- Ham and Bean Suppers supplied each month (except during the pandemic)
- Prayer Shawl ministry
- Emmaus House (support of the homeless)

Are there any other factors that you feel prospective ministers should know about your Congregation? If so, please list them below or attach a description to this form.

See Attached form

Primarily from Scope of 1/4 time pastoral position

SCOPE OF WORK Please describe the Scope of Work, using the **Call Agreement Workbook**, for Full or Part-time Pastoral Position. Additional pages may be attached to this form, if needed:

- preparation and leadership of Sunday worship as described in "scope"
- limited pastoral care, primarily Sun. conversations + funerals which will be supported by Deacons
- study + prayer to increase faith + skills
- energizing and deepening spiritual connections + faith understandings
- attend to support teams, meetings directly after church:
 - ① Cabinet ② Deacons ③ Search Committee (lunch included)

COMPENSATION AND SUPPORT

Is this position _____ Full Time? Part Time?

If the position is part-time, how many hours or days of the week are expected? 2 days

Cash Salary offered: \$ 20,000⁰⁰

Housing Options:

- Housing allowance only
- Parsonage only
- Would offer either

Housing Allowance Offered: \$ 9,400

Does the Compensation Package follow Conference Guidelines? No

OTHER BENEFITS OFFERED

- Pension Contribution (14% of Base Salary plus Housing Allowance/Parsonage Value)
- Social Security Offset (Because clergy are treated as self-employed for Social Security purposes, churches are encouraged to pay 7.65% of the pastor's salary and housing allowance as it must do for regular FICA employees. The Offset should be paid directly to the pastor.)
- Health Insurance Individual Family

Things you should know about First Congregational Church of Kensington, UCC :

While our church is small, we have some very dedicated members, and are united in our wishes for the church to continue. We are currently in the middle of a Capital Campaign for updating and repairing our church building. Having sold the parsonage is helping with the financing. Focus right now is on the outside of the building. Future plans include new flooring inside and a new heating system.

In the past year there have been very few children, especially young children, showing up in the church. We recently removed 2 pews at the back of the church to create a welcoming area for children to be able to quietly play during the service. When used it has been well received. We also removed a pew to make space for people in wheelchairs.

We established a Vitality Team about 6 years ago. The team no longer meets regularly, but the activities generated by the team have been ongoing. (Attached please find a list of these activities which were published in the 2019 Annual Report.)

We also offered a Coffee House for several years that is not represented on the above list. Our organist is Ken Clark, a professional musician, who is very enthusiastic. He makes the music in our church very exciting while also being a contributing member.

We have 6 Deacons who are willing to take on new duties which we feel would help a minister:

- Visitation of the homebound / sick / elderly

- Contact those who have been coming to the church regularly and then go missing

- Create a prayer chain and/or calling tree

Vitality Team
submitted by Jean Waldron

The Vitality Team met in February and March to brainstorm and set up dates for future activities and advertising. Some of the suggested activities were planned and carried out. As a result we have seen new people in the church, in the vestry if not the sanctuary. The following list represents activities that were offered this year outside of regular church hours and generally for the public.

- Apr. 13 Eggstravaganza – cupcake decoration table
29 First Spring mini workshop - Linda Walsh's Marvelous Lemon Meringue Pie
- May 6 Yeast Bread Secrets workshop – with Pastor Pam
10,11 Rummage Sale
13 Felting Soap Workshop – by Pauline Fabiano
- June 6 Work Day and Luncheon – lots of cleaning and organizing
- July 13 Open House at church to coordinate with Old Home Days in Kensington -
Posters were put up around the church indicating renovation hopes and dreams
- Sept. 23 First Fall Mini-Workshop – Talk with a Wildlife Biologist – George Gavutis
27 Paint Night – Painting stylized trees with Rev. Bob Marrone in the Legion
- Oct. 7 Secret Soup Recipes - workshop with Pastor Pam
14 The Best Pothead You Will Ever Make – workshop with Jean Waldron
21 How to be Well Nourished on a Plant-Based Diet – workshop with Heather Lang
- Nov. 9 Kensington Christmas Fair – KCC covered the Kitchen and 2 tables
17 Holiday Centerpieces made with pumpkins and succulents – a luncheon followed provided
by Heather Lang – Thank You
- Dec. 1 Christmas Stroll – Living Creche and refreshments in the vestry after the event

Please consider being part of the Vitality Team for 2020. In order to keep our church viable we ALL need to be involved!

Dental Insurance Individual Family

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.

Vacation (1 week per quarter is the recommended minimum)

Meeting Expense Allowance

Business Mileage Reimbursed (IRS Rate)

The initial term of the Covenant/Contract will be for:

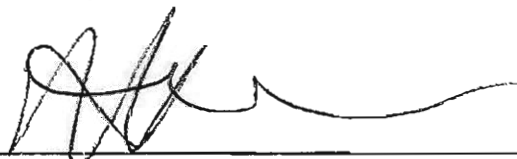
12 months 18 months 24 months until a Settled Pastor is called

NHCUCC Staff Person support this Search: Rev. Richard N. Slater

Phone: 603-715-9525

Email: rslater@nhcucc.org

It is understood that information contained on this form will be used by Conference Staff to discern what form of Transitional Ministry might be best suited to the congregation's needs (Intentional Interim Minister, Supply Minister, Designated Term Minister), and that this form may be shared with potential candidates.



President / Moderator

4/6/20

Date