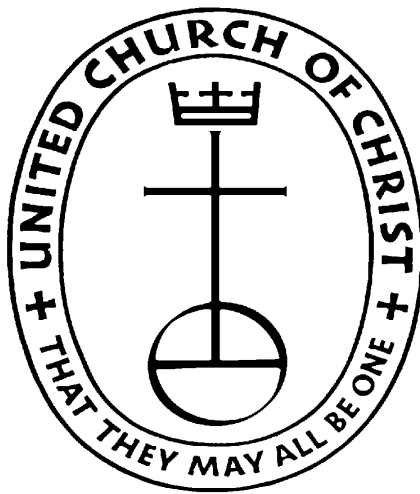


Rindge UCC Deaconer

August, 2009



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Worship Schedule for July 2009

August 2

Ushers: Sue Chatwin and Mary Williams

Greeters: Marcie Miller and Trudie Kalinen

Lay Reader: Phyllis Groezinger

August 9

Ushers: Rick and Janet Kohlmorgen

Greeters: Jan and Burt Goodrich

Lay Reader: Janet Goodrich

August 16

Ushers: Ken and Sandy Harding

Greeters: Betty Chenausky and Bernice Martin

Lay Reader: Steve Henrikson

August 23

Ushers: Anita and Charles Phillips

Greeters: Stephen and Penny Chace

Lay Reader: Doug Stather

August 30

Ushers: Nancy Bogar and Sue Campbell

Greeters: Burt and Janet Goodrich

Lay Reader: Janet Kohlmorgen

ANNOUNCEMENTS

August Birthdays

Day

Dennis Casey	1
Charles Phillips	3
Matthew Dauphinais	5
Jane Hannon	5
Brandon Parker	6
Mary Williams	6
Janet Umlauf	9
Lauren Kabat	14
Anthony D'Ambrosio	15
Andrea Popp	17
Margaret Brummer	21
Jesslyn Thomas	21
Charles Berry	22
Susan Campbell	22
Richard Keegan Jr.	25
Emily Melhorn	25
Zach Galante	26
Richard Docekal	28
Nicholas Lanza	29

August Wedding Anniversaries

Marty & Bernice Ferwerda August 24

Norman & Lois May August 25

Scheduled August Meetings

Mon. August 3 Bible Study @ 9:00 am
LVA/EC @ 7:00 pm

Tues. August 4 Interim Search Committee @ 6:30 pm

Wed. August 5 Hymn Sing @ 10:00 am

Mon. August 10 Bible Study @ 9:00 am
LVA/EC @ 7:00 pm

Tues. August 11 Trustees Meeting @ 7:00 pm

Wed. August 12 Hymn Sing @ 10:00 am
Interim Search Committee Meeting @ 6:30 pm

Mon. August 17 Bible Study @ 9:00 am
LVA/EC @ 7:00 pm

Wed. August 19 Hymn Sing @ 10:00 am
Interim Search Committee Meeting @ 6:30 pm

Thurs. August 20 Church Council Meeting @ 7:00 pm

Mon. August 24 Bible Study @ 9:00 am
Membership Committee Meeting @ 5:30 pm
LVA/EC @ 7:00 pm

Wed. August 26 Hymn Sing @ 10:00 am
Interim Search Committee Meeting @ 6:30 pm

Sat. August 29 Roast Beef Supper – Seating @ 5:00 & 6:30 pm

Mon. August 31 Bible Study @ 9:00 am
LVA/EC @ 7:00 pm

The 2009 Roast Beef Supper will be held on Aug. 29. As usual we will have seatings at 5:00p.m. and 6:30p.m. with peeling and setup on the Friday before. Since our work force seems to decrease every year we urge everyone to keep those times available to help out. Last year we sold out every supper and hope to do so again this year.

Wanted: Your old clothes! The Sunday School could use a "costume closet" of old clothes suitable for play-acting. In addition to the usual stuff, we could also use old suit jackets for the young people who will form our Christian Service Club. For more information, contact Stephen Chace at 978-297-3404, or swchace@verizon.net

COUNTRY FAIR and FLEA MARKET

A BIG THANK YOU to all who participated and helped to make the Country Fair a success. We met the goal of \$1200 for our annual budget. We had a great kitchen crew and some wonderful bakers. The Basket Raffle was a big hit and we applaud everyone who contributed the many magnificent baskets – they were just fantastic. Again, THANKS to all. Jane Hannon

Come to a **FREE Building a Stronger Portfolio Seminar 6:30 PM Wednesday August 5, 2009** at the Recreation Building at Wellington Field, 283 Wellington Road , Rindge. The Seminar is being presented by Wachovia Securities and is sponsored by the First Congregational Church in Rindge. Information will be presented on "How to Determine Your Investment Objectives" , "Understanding Your Investment Alternatives" and "Considering Your Risk Tolerance". Everyone is welcome. Call Helen LaGrenade, Branch Operation Specialist at Wachovia Securities for reservations or information at 800-374-1101. We look forward to seeing you all on Wednesday August 5 at 6:30 PM.

Interim Pastor Search Committee

The Interim Pastor Search Committee has continued to meet each Wednesday evening. We have thus far received two profiles (resumes) from the NH Conference and have had an interview with one of the candidates that went very well. We are in process of trying to set an appointment with the second candidate. Unfortunately, we are unable to provide additional details at this time due to the confidentiality of the process. However, we will keep you updated with as much information as we can. It is our hope to have a candidate for interim pastor to present to the Church Council as soon as possible. If you have additional questions, please ask them. We will do our best to respond.

Douglas C. Stather
Spokesperson
Interim Pastor Search Committee
statherd@comcast.net
978-297-4967

Interim Search Committee

By Douglas Stather

The Church has appointed a committee to complete the task of searching for and hiring an interim pastor. The Committee consists of the following seven members and the group(s) they represent:

Susan Campbell – Deacons
Ellen Gadegaard – Trustees & Music
Lisa Galante – Christian Education
Marcie Miller – Trustees, Treasurer, Membership
Jean Raymond – Deacons, Sexton, Sunday School
Mary Jane Sawyer – LVA/EC
Doug Stather – Deacons

We held our first meeting on Wednesday, June 10 and accomplished the following:

- Identified our operating rules
- Established leadership positions, which are
 - Marcie – Chair
 - Susan – Primary contact person with NH Conference
 - Ellen – Scribe
 - Doug – Spokesperson
 - Mary Jane – Committee Historian

Completed the Conference's "Request for Interim Leadership" form

We have agreed to meet every Wednesday evening with other meetings scheduled as needed. It is our commitment to you to complete this task as thoroughly and expeditiously as possible. The general timeline we agreed upon is to try to have an interim pastor in place by September 1. By the time you read this, we should have received resumes and begun our task of reviewing them. We may even have begun the interview process. Once the Committee has chosen a candidate, our recommendation will be forwarded to Church Council for its endorsement. Unlike a settled (permanent) pastor, the interim pastor is not voted on by the congregation.

The Conference outlines five tasks that an interim pastor will lead the congregation through:

- a. Coming to terms with the congregation's history;
 - b. Discovering a new identity;
 - c. Allowing needed leadership change;
 - d. Renewing denominational linkages; and
 - e. Committing to new directions in ministry.
- (Loren B. Mead, Critical Moments of Ministry: A Change of Pastors)

A little explanation about these points is necessary. Every congregation has a certain history, not all of which has been creative and useful. The interim period is a time for the congregation to examine this history, to determine the good and the bad, and to determine what it wishes to continue and what it wishes to change. Mead tells us that a congregation that takes the time "... to come to terms with its history will strengthen its ability to develop new and stronger chapters in that history ..." Each congregation also has a self-perceived identity that often is formed by and is an integral component of its history. Do we still think of ourselves as a church the way we did years ago? Or, have we been able to change our identity as our demographics have changed? How does our church reflect and fit in with

the community around us? This interim period is the time when we are able to assess who we think we are and to change our identity if necessary.

The time of pastoral change is also a good time for the congregation to look at the leadership of the church. Every congregation has many capable members; however, for many reasons, some have not been in leadership positions. Now is the time to try to “stir the pot” and attempt to get more congregants involved. Additionally, many of those who have been in leadership for a while may want some time off.

Very often, a church’s ties to the denomination will get loosened over the years, knowingly or otherwise. This is especially true in a non-hierarchical faith. This interim period is a good time to examine the relationship with the denomination and renew it if need be. The denomination very often can provide resources that the individual parish cannot afford. Of course, in the process of selecting an interim we are relying on the support and guidance of the Conference.

Finally, after completing the first four tasks, the congregation needs to commit to the fact that it has done its best in seeking a new settled pastor. It is certain that one will be found. It should be clear to everyone that the settled pastor will not be a carbon copy of the previous pastor. There will, most likely, be a change in direction. This means that the church must commit to work together to ensure success. It may also mean developing a new and different idea of what it means to be a congregation.

In addition to the tasks addressed above, the Committee defined seven primary goals specific to us that we felt were essential for an interim pastor. They are

1. Helping the congregation, both adults and children, through our time of grief;
2. Supporting congregants in sustaining their faith and commitment;
3. Providing substantive sermons that encourage church attendance and participation;
4. Reaching out to all levels, including children (e.g. children’s sermons);
5. Being involved with major committees of the church (e. g. Church Council, Trustees, Deacons);
6. Continuing with adult education, including weekly bible study; and
7. Helping to find ways to include more people in church responsibilities.

We hope that these goals are self-explanatory.

Another question that has been asked and needs to be answered is “Why don’t we start the search for a settled pastor right away instead of waiting several months?” This is a very good question, one that is answered in large part by the explanations of the aforementioned five tasks. The congregation must take time for self-examination which, if done correctly, is a time-consuming process. An interim pastor who has specialized skills (such as helping a congregation with its grieving) can be a significant asset in this self-examination.

A few last important points to tell you are that the interim pastor will be full-time, fulfilling all the traditional pastoral roles. The interim can be helpful during the search for a settled pastor in terms of process, but is not part of the candidate selection process. Also, (s)he cannot be a candidate for the settled position and will probably be with us for at least 12 months.

Church Council Minutes

August 2, 2009

Present: Mary Jane Sawyer, Janet Goodrich, Una Bigelow, Jeanne Norwood, Ellen Gadegaard, Lisa Galante, Jean Raymond, Margaret Morabito

Purpose:

The purpose of this special meeting was to define and approve the process of searching for an interim pastor. Our Constitution only has rules for a settled (permanent) pastor search, so our Interim Search Committee wanted to discuss the process that we are using and to request Council approval.

Janet began the meeting by thanking the Interim Search Committee for their excellent work.

Marcie outlined the interim pastor search process and she provided a handout. After discussion, Council voted and approved the process, as outlined below.

Discussion Item:

The **Interim Search Committee**, using the Pastoral Search Committee as the model from the church By-Laws, suggests the following duties to clarify the candidate negotiation process:

- Obtain financial package parameters and guidelines from Trustees.
- Finalize interim candidate selection.
- Conduct negotiations and finalize contract with the candidate.
- Obtain Trustees approval of the finalized financial package.
- Obtain formal church council approval of candidate, financial package and contract.

Excerpt from Church Constitutional and By-laws:

Pastoral Search Committee

Purpose: The Pastoral Search Committee shall recommend to the congregation candidates for employment as a new Pastor.

Membership: The Committee shall consist of one member of the Board of Trustees, one member from the Board of Deacons, one member from the Christian Education Committee and four members at large.

Duties: The Committee shall:

- Notify the New Hampshire Conference, UCC, of its formation and work with the Conference in the search and call process.
- Prepare a Church profile and submit it to the Conference for inclusion in the search and call literature at the Conference and the National levels of the Church.
- Study candidate profiles and interview potential candidates.
- Maintain appropriate confidentiality in the search process.
- Upon selection of a candidate, present that candidate to the Congregation for approval.

Prepared: August 1, 2009

Margaret Morabito, Council Clerk