



Transition Talk: Exploring Options for Pastoral Leadership

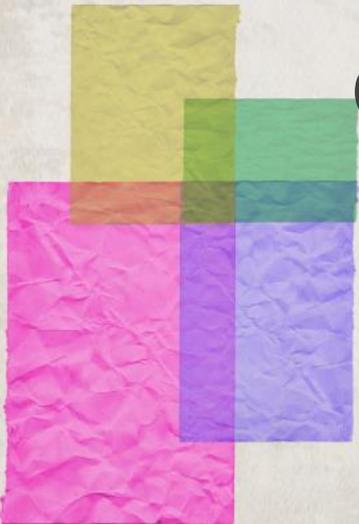
October 13 2024

Options being Explored

- **Full-time**

- **Part-time**

 - Shared (with Atkinson) (for discussion only after we decide for part time)



Full-Time Pastor

Pros	Cons
We get a full time professional energy and there is plenty to do!	It is a financial stretch that is putting us in a deficit budget situation and adding stress to church leaders. Another fundraiser, anyone?
It is what we are used to	We are under Conference guidelines, which will be an issue with some pastoral candidates
No competition for time of the pastor	
Allows time for pastor to build relationships in the community	

Current Conference Guidelines for Pastor Salary

- Assumes married pastor, no children with 5 years experience

• Base Salary:	\$45901	
• Years since ordination (5)	\$ 4000	
• Housing Allowance**	\$19960	(Rockingham county: \$25944)
• Social security offset	\$ 5344	
• Annuity	\$ 9781	
• Life/Disability	\$ 1048	
• Medical Insurance	\$29016	
• Dental	\$ 1065	

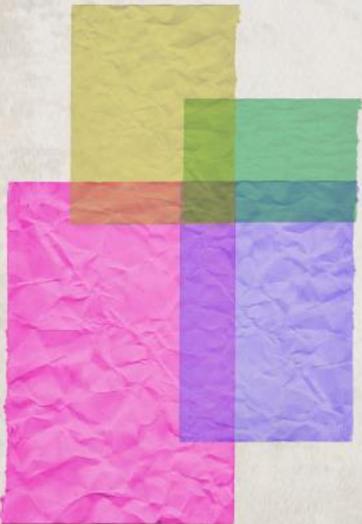
Total Package:

\$116,115

Salary Range from No Experience to over 15 yrs experience is \$109,219 - \$129,908.

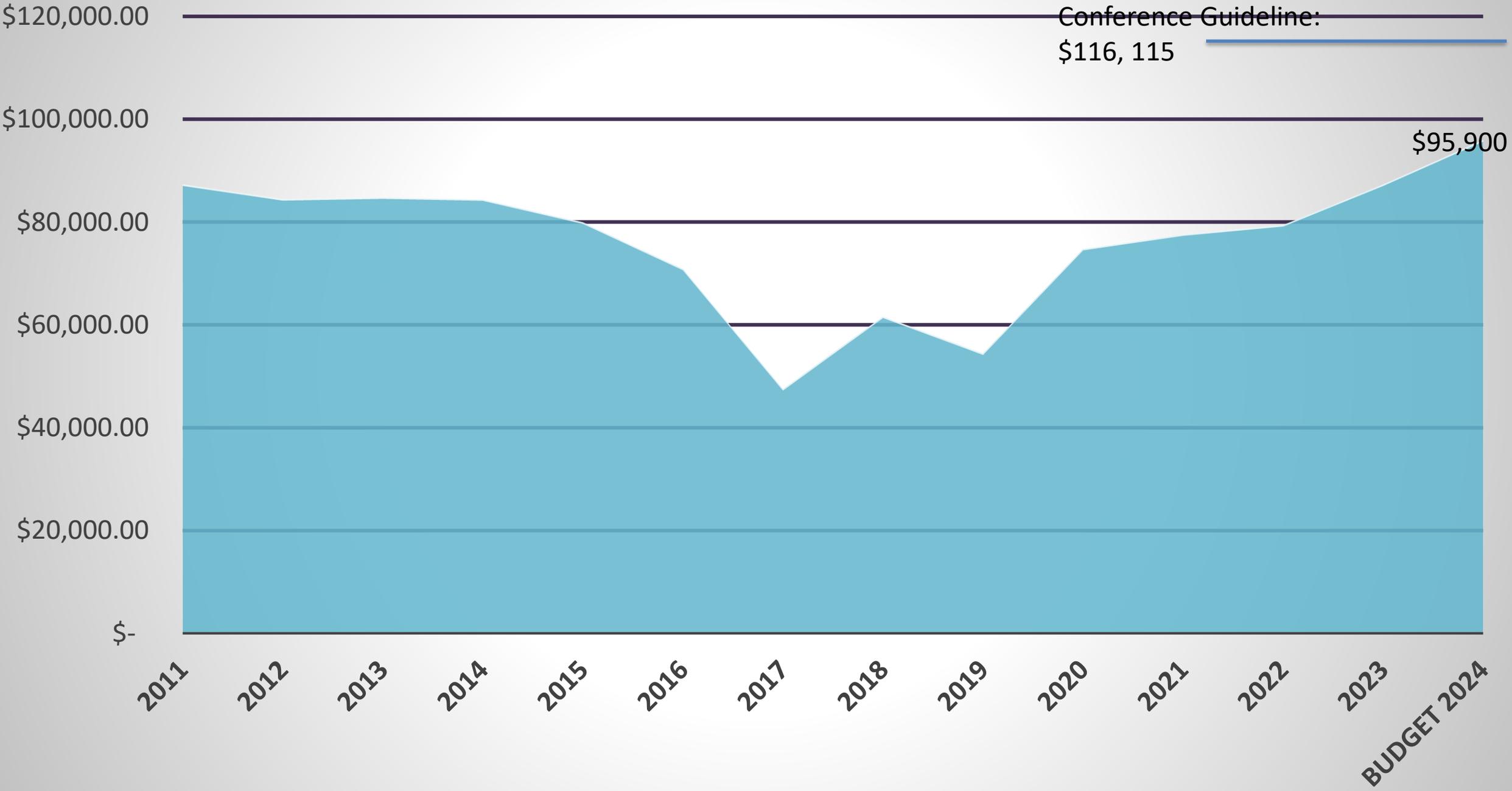
Another Metric: High School Principal Salary

- Londonderry - \$133,000
- Hooksett - \$114,952
- Exeter - \$139,943
- Sanborn - \$128,438



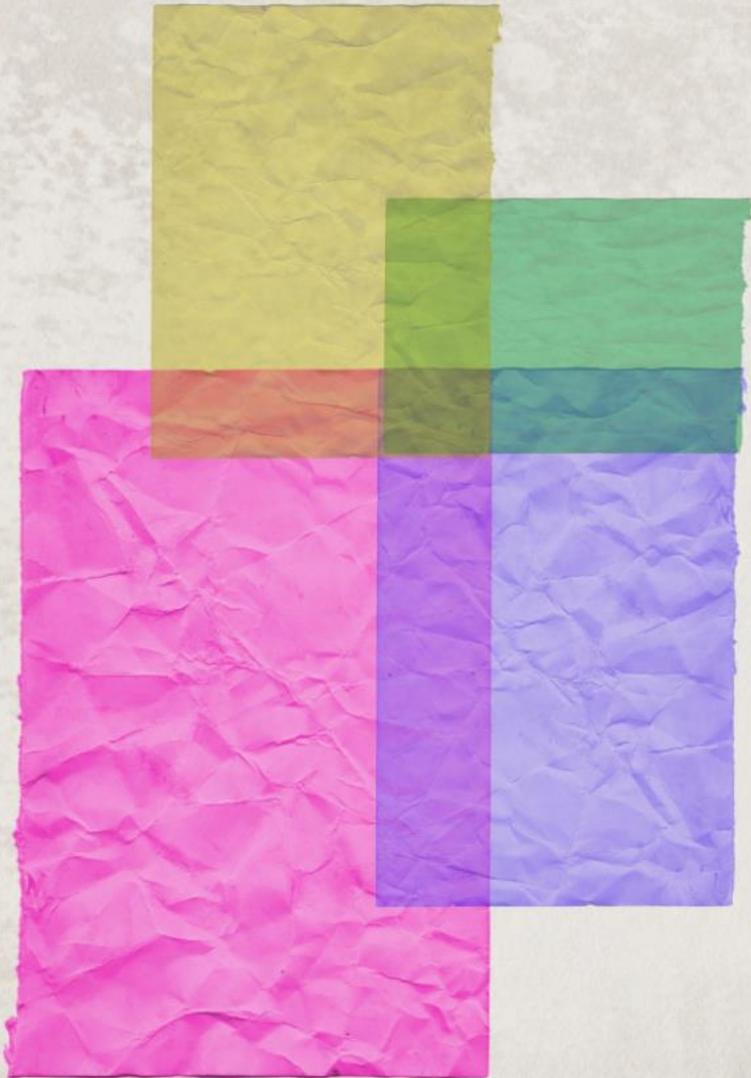
Are We Competitive? Pastor Salary Package

Conference Guideline:
\$116,115



Net Income/Loss



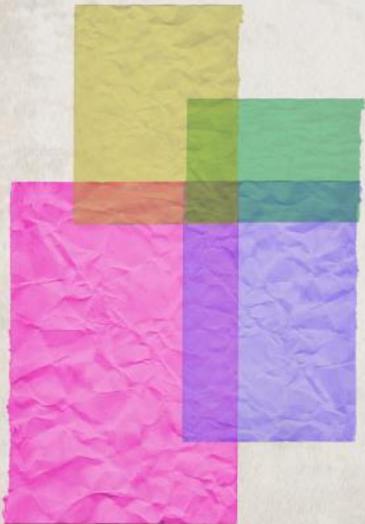


With our 2024 budget numbers, should we offer a salary package at conference guidelines, we would have a deficit at \$48,430.

Invested Funds and Assets as of August 2024

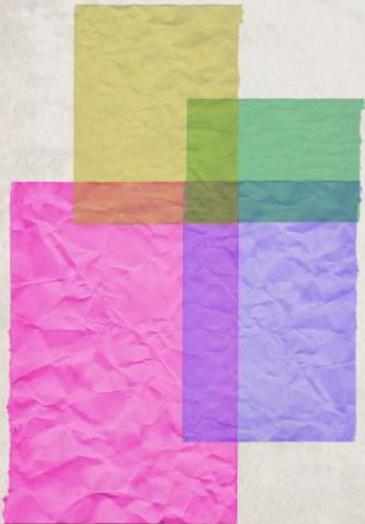
Unrestricted Assets: \$267,048.

Restricted Assets: \$328,963. (children's activities, music, pastor discretionary)



Options to Fill the Difference

- Increase pledges
- More fundraising
- Cut expenses
- Strategic use of invested funds
- Grow the church

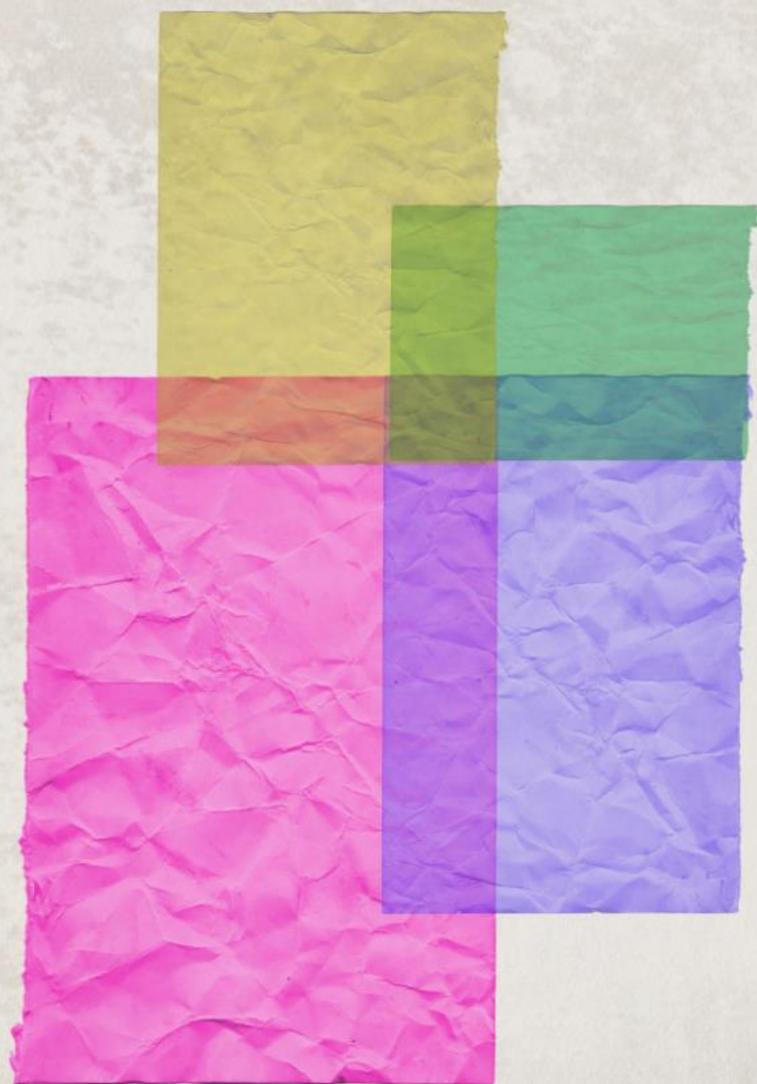


Part-time Pastor

Pros	Cons
We could probably manage well with $\frac{3}{4}$ time	Part time pastors can be hard to find and many don't want to move for a part-time position
It could stabilize the budget	Without a parsonage, it would be hard to live in this area on a part-time salary
Could seek a bi-vocational pastor who has a second source of income	It takes discipline by both the pastor and the church to keep hours part-time instead of expecting fulltime work for part-time pay!
	Part-time pastors often stay for a shorter time

Question: What information do you need to help you discern what is best for the church?





**AS WE CONSIDER ALL THIS
INFORMATION, WHAT
THOUGHTS AND CONCERNS DO
YOU HAVE?**

**What do you think would be the
best option for moving
forward?**

Sharing a Pastor

Pros	Cons
Would give us financial stability and take stress off the system	This would be a new model for both congregation in recent memory and that would require some adjustment
Combined with a partner church, we could offer a very attractive package which would appeal to candidates and keep pastors longer	It is not uncommon for “yoked” churches to each feel the other is getting more time and attention
There is efficiency in preparing worship once and offering it twice	Would likely require adjustment of worship schedule
Opportunity to collaborate with a partner church on programs and missions	Similar to a part-time pastor, there would be less professional time and energy coming to this congregation
Parsonage availability would take pressure off candidate in a difficult housing market (though some pastors prefer to select their own housing)	

History of Sharing a Pastor with Atkinson

- On May 15, 1946, Hampstead Congregational Church yoked with Atkinson Congregational Church. Rev. Dr. Walter E. Lyon was the yoked minister, serving both churches from 1946-1951. After fulfilling his obligations in Hampstead, Deacon C. Pressey wrote in 1952 that "Dr. Lyon left for a larger opportunity in one of the Haverhill churches."



Next Steps with Joint Exploratory Team

- Financial realities of sharing a pastor
- What possibilities does staff sharing open up?
- Defining scope of pastoral work
- Draft of Covenant
- Presentations and discussions at both churches; perhaps joint event
- Both Congregations would need to vote

