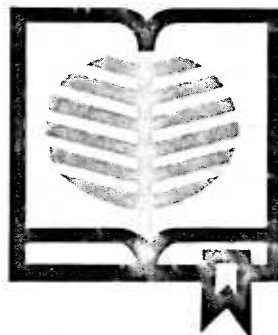


# NEW YORK THEOLOGICAL SEMINARY

CONTINUING THE BIBLICAL SEMINARY IN NEW YORK  
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15 Mar 75

LONGE-RANGE AND SEARCH COMMITTEE

FIRST CONGREGATIONAL CHURCH (UCC)  
Chappaqua

WILLIS E. ELLIOTT, Dean  
Exploratory Programs

Dear Steve and the others:

As a member of the church, I state here what I hope we'll try when Vernon leaves:

#### THE CHURCH MANAGER

Lay; proved managerial excellence in the secular world; proved Christian dedication

TWO-YEAR CONTRACT, with financial arrangement in this order of preference: dollar-a-year, pension support, or salary.

#### PART-TIME CLERGY

This plan would extend what now exists in our Christian education program, to include all use of clergy.

Clergy are to be equal, on the same level, under the Church Manager--salaries to be determined by a number of factors, the total not to exceed the current budget on clergy expenses.

#### MINISTER OF WORSHIP

Not just to have general oversight of the "main" worship hour Sunday mornings, but to train and lead laity in worship responsibilities the laity will have in the church....Preaching will be in rotation among the clergy, on a per-Sunday or other basis, not to exclude lay preaching.

#### MINISTER OF COUNSELING

Not just to counsel, but to train the laity in paracounseling.

#### MINISTER OF EDUCATION

Not just church school, but all educational responsibilities, including ecumenical.

#### MINISTER OF CALLING AND CONCERN

Not just calling, but teaching-guiding others in calling; and oversight of the work of Deacons/Deaconesses and of the Committee of Concern.

We need a fresh start, and we're ready for it. This model, I believe, would give us the best chance of having it.

A handwritten signature in cursive script, appearing to read "Willis E. Elliott".