

LISTING INFORMATION



Church Name: *Federated Church of East Arlington*

Street Address: [102 Ice Pond Road, Arlington, VT 05250](https://www.federatedchurchofeastarlington.org/)

Supplemental web link: <https://www.federatedchurchofeastarlington.org/>

Additional ecumenical affiliations: part of the Interfaith Council of the Northshire and Southwest Association Clergy Group, and local UMC clergy group.

Conference: Southwest Association, Vermont Conference, UCC and Green Mountain District, New England Conference, UMC

UCC Staff Contact Person: the Rev. Paul Sangree, associate conference minister of the Vermont Conference, sangreepucc@gmail.com, 508-838-0485

Current minister: The Reverend Kathy Clark, minister since 2007, retiring this year.

SCOPE OF WORK



Summary, Ministry Description, and Desired Core Competencies

A dedicated congregation in a classic, small Vermont town seeks a pastor who teaches and inspires, commits to helping us grow our church, and has positive, optimistic energy.

Over the past few months, the search committee has convened discussion groups among the membership. Each of us has had one-on-one conversations as well. These words, phrases, and quotes are nearly universal in our meetings. They best describe our ideal minister.

“An optimist”

“A wise counselor”

“Preaches on social issues but isn’t political”

“A teacher”

“Comforts the troubled”

“An inspiring preacher”

“Delivers sermons rooted in the Bible”

“Teaches rather than lectures”

“Articulate and coherent”	“Comfortable with kids”	“Open and affirming”
“Teaches us how to live more like Jesus”	“Music savvy”	“When we leave church, we’re inspired”
“Collaborative with other churches”	“ ‘New tech’ receptive” “Energetic”	“A minister who will grow the church”
“Engaged in the community”	“Positive”	

DUTIES

What are the duties you expect the minister to discharge?

- Preparation and leadership of Sunday worship, including crafting of liturgy and the program, sermon preparation, planning music, preaching, and attending after-church fellowship/social hour.
- Attending the church council meeting, prompt and thorough communication by phone, email, or in person, maintaining an open door policy.
- Visiting sick and elderly members and responding to crisis situations.
- Attending fundraising events for the church and for other local not-for-profits when held at Bailey Hall.
- Be a part of the wider community, stay aware of local issues, be visibly present in the community.
- Attend meetings of area clergy and relevant Association or Conference meetings.
- Teach Bible Study and/or run a book group.
- Supervise and champion Sunday School.

AREA

Describe the area and the qualities here we value the most.

The Federated Church draws worshippers from a handful of towns in southwestern Vermont and across the state line in New York. These communities are in no way uniform though, together, they evoke a timeless Vermont. Renowned artists Norman Rockwell and Grandma Moses, poet Robert Frost, and the Green Mountain Boys each played a role in making this tiny part of the world iconic.

Arlington, the Federated Church's home, is a mostly rural town with about 2,400 people, a highly rated school system, and an attentive, forward-looking town government. East Arlington, once a manufacturing village, is part of Arlington. Sunderland and Sandgate, bordering Arlington, are small, heavily forested towns, each with fewer than a thousand people.



Crowd gathers in anticipation of the annual Easter Egg Hunt.

A handful of members live elsewhere in Bennington County. Some have moved but continue to be members and support the church.

The church is an easy ten mile drive to Manchester, an affluent ski and summer resort, and Bennington, an old mill town, home of Bennington College, and the site of the Battle of Bennington, the prelude to the Battle of Saratoga.



View from the church showing our tented space used for summer worship

Central to our identity are our mountains, rivers, farms, and forests. The Federated Church is in the Valley of Vermont between the Green Mountains and the Taconic Mountains. Splendid views are ample. The Battenkill River, one of the country's best trout fishing spots, is ubiquitous as well. Roaring Branch, the aptly named part of the river's network, is steps from the church. The Appalachian Trail runs through southwestern Vermont. Forests and hiking trails abound.

This is one of the oldest towns in Vermont. Chartered in 1761, it was the capital of the Vermont Republic during the post-Revolutionary years and before Vermont became the 14th state. Remember Baker, one of the Green Mountain Boys and Ethan Allen's cousin, lived near the church and built what was Vermont's first grist mill. The area abounds in colonial and Federal houses.

It's both a civilized and charming part of the world. Rockwell, who lived in Arlington and did his best work here, conveyed the country look and vibe of the place. That said, we're hardly isolated. There's plenty of intellectual spark, especially during the summer. Both Bennington and Manchester are market towns where goods and services are amply available. During the summer, many people shop at farm markets for fresh food.



Southern Vermont Medical Center in Bennington is well respected and part of the Dartmouth Hitchcock network. Williamstown is about 25 miles

away. This provides easy access to the Clark Art Institute, Williams College, and Mass MoCA, the largest contemporary art museum in the world.

The social climate is both egalitarian and accepting. There are few cases of extremes in wealth, at least among the locals, and there is no discernible ranking among the congregation insofar as class is concerned. A strong spirit of “live and let live” animates this part of Vermont. Respect, candor, and a willingness to help are essential. Arlington is governed by the town meeting, where every voter is a legislator, and a five member select board. Volunteerism is vitally important, whether it’s service on town boards, making church events happen, or neighbor helping neighbor.

Arlington is one of the few rural Vermont towns with a large, multi-purpose recreation park. It includes a swimming pond, tennis courts, ball fields, and a golf course. Arlington Common, once the home of the Roman Catholic Church and rectory, is our new arts, wellness, and community center.

The congregation is composed of some native Vermonters, here for multiple generations. Mostly, though, we’ve moved here from someplace else. That represents the region’s population. Given our location in the southwest corner of the state and on the New York border, many residents are from other parts of New England, Albany, and from the New York City metro area.

St. James in the center of Arlington is the local Episcopal church. There’s a tiny Methodist church in Sandgate that’s open for three seasons and the Community Church in West Arlington, which is evangelical.

The closest Amtrak station is 90 minutes away in Rensselaer, next to Albany. The easy-to-navigate Albany airport is a 90 minute drive as well.

Current size of membership: 72 families

Position Title: Minister/Pastor

Position Duration: Settled

Compensation Level: 3/4 time

Does the total support meet conference compensation guidelines? Yes

COMPENSATION AND SUPPORT



Salary Basis: Budgeted for this year, \$26,247 for 3/4 time

Benefits: Health insurance 100% paid for, \$12,575, four weeks vacation, life/disability insurance, pension contribution is 14% of salary and value of housing, dues for professional associations, travel expenses, paid sabbatical once every 7 years

What is the expected living situation for your next minister:

The Federated Church owns a parsonage across Ice Pond Road from the church.

Comment on the residential/commuting expectations for your next minister.

Local residency preferred, but we're open to alternatives.

Describe peer and professional supports available for ministers in your conference.

Monthly clergy meetings, weekly clergy online Zoom support group, very strong UCC monthly group meeting for Bennington and Rutland Counties, UMC support groups.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support bi-vocational employment.

Our current minister is on a 3/4 schedule. She's "off" on Mondays and Tuesdays. The congregation honors this and works with it.



CHURCH HISTORY



The Federated Church's roots are in two historic denominations: the Methodist movement, now the United Methodist Church, and Congregationalism and the United Church of Christ. The current Federated Church, a simple, Federal-style building, opened in 1848 to serve local Congregationalists, who first organized in 1843. In 1918, Bailey Hall, next to this church, opened as the church hall. The Methodist Episcopal Church, built across the road, opened in 1859.

The two churches federated in 1946. We currently use the old Methodist building for meetings and Sunday School. Our parsonage, built around 1850 and across the road from the church, has had several additions since then. The church office and the minister's office is in the parsonage, accessed by its own entrance.

The church is known for an ecumenical spirit. Many members started in other faith traditions. Some are lifelong Methodists or Congregationalists. Some see our federation between two denominations as an asterisk. Some

aren't even aware of it and see themselves and the church as Christian. We see ourselves as a church of Jesus Christ and welcome all.

The church's doings for much of its life track those of other small, rural churches. It was and is both a spiritual and social center. Membership waxed and waned as it did - and does today - among other mainline Protestant churches. Arlington and the surrounding towns have not experienced the same depopulation and profound economic stagnation as other areas of Vermont. We've not been immune to national ruptures, though. Wars, the Civil Rights Movement, and the fentanyl crisis are some of the concerns leading to church debate and constructive action.

The church historically has tended to infrastructure enhancement. In addition to big ticket projects like the construction of a church hall, a suite of lovely stained glass windows along both sides of the nave and a rose window above the altar were added in the 1910s. In 2001, the church bought a Rogers electronic organ.

In an early act of boundary-breaking, the Congregational side of the road called Mabel Winch as pastor from 1914 to 1938. Women ministers were rare then, and Winch served with distinction.

Kathy Clark has served as our minister for the last 16 years. Prior to Kathy, Joan O'Gorman served for 17 years. Both have memorable, enduring strengths, Kathy in her pastoral compassion and patience and Joan as a dynamic speaker and storyteller.

The Federated Church has received a number of substantial bequests over the last few decades. This money supports operating expenses as well as our scholarship and music programs. Partly a tradition, partly a sign of current life, our plate offerings are consistently strong.

Over the past 15 years, the Federated Church vastly expanded its social service mission under Kathy's leadership. It's hosted the area's senior meals program since the 1960s but in 2010 became a covenant member of Habitat for Humanity. The church also became an active part of the

Northshire Interfaith Council. It runs the Arlington summer lunch program for needy children. The pastor has inspired members to involvement in county-wide refugee resettlement, food drives, and easing homelessness. The church also hosts fundraisers for other local not-for-profits.

In 2016, the church voted to be an open, affirming, and reconciling congregation.

The COVID pandemic closed the church to in-person services for about 18 months, as directed by the Vermont Health Department. With divinely inspired speed, our minister pivoted to weekly virtual services. These were, of course, new to us but each week Kathy experimented with equipment, music, and content, and each week the service got better. We've attracted - and kept - a new audience of shut-ins, former members who've moved away, and new members. During COVID, we launched outdoor summer services, blissful events given our views and the collaboration of birds, flowers, and breezes.

The Federated Church has no debt. The furnace serving the church and Bailey Hall is new. The steeple was renovated in 2020. A fundraising drive this year purchased a tent for outdoor summer services, new railings for the front, a new septic system serving Dunlap Hall, and up-to-date Zoom equipment.



CONGREGATIONAL REFLECTIONS



Describe several strengths or positive qualities of your congregation?

Members are kind, friendly, loyal, welcoming, and happy to see each other. We're hard working, with plenty of volunteer spirit and engagement, which means an essential need for new, younger members. We're dedicated to the church's survival and know we need new ways to flourish.

Theologically, the congregation is middle-of-the-road. We're attentive to current events and their discussion from the pulpit when the discussion is rooted in the Bible and Jesus's teachings.

Ours is a harmonious, commonsense group. The last instance of discord surrounded the adoption of our Open, Affirming, and Reconciling resolution in 2016. The vote to adopt was overwhelming.

Describe what worship is like when the congregation gathers.

Sunday worship is well structured, with announcements, an open mic for joys and concerns, a short lesson for children, Bible readings, passing the plate, and the sermon, punctuated by three hymns. Communion is the first Sunday of each month. Fellowship hour follows.

Volunteers sign up monthly for altar flowers, snacks for social hour, lay readers, and greeters.

Describe the educational/faith formation programs.

The minister is currently leading a weekly book group, which will run through the winter, and then lead a weekly Bible Study. Kathy is attentive to lectures occurring at other churches, promotes them, and organizes special lectures at the Federated Church. We've had successful youth groups in the past but they wax and wane. For instance, our last youth group waned when the teens went to college. A new group of children, now about 10 in number, are still Sunday School age. We have enthusiastic young parents who want to do more.

Sunday School occurs once a month, but recent growth in young families attending and volunteering have made this happen more frequently.



GOVERNANCE



The Federated Church is governed by a church council whose members each represent a specific function such as finance, missions, buildings and grounds, worship, and Christian education. The treasurer, minister, and clerk/office administrator are members. Sue Congdon in the longtime chair. We normally meet once a month. Meetings have a set agenda but are informal and occur after church. They're generally about an hour. The finance committee meets once a year with our investment manager.

Decisions are made with dispatch. The minister plays an active, welcomed role at church council meetings. There are no other standing meetings. Meetings do occur in special circumstances. The last such meeting involved action on the United Methodist Church's settlement with national litigants over child abuse in the Boy Scouts. The Federated Church was not implicated but the church's vote was needed. The meeting lasted less than 30 minutes.

While most church members are retired, many still work, some have young children, and almost all are involved in multiple organizations. There's a culture at the Federated Church that's respectful of volunteer time and abhors wasting it.



Congregation Demographics

Number of families in the church directory - 72

Number of active families - 50

Number of inactive families - 22

Percentage of families who have been in the church:

More than ten years - 80%

Five to ten years - 10%

Less than five years - 10%

Number of participants by age (estimates)

0-11 - 8	45-54 - 4
12-17 - 2	55-64 - 5
18-24 - 0	65-74 - 5
25-34 - 0	Over 75 - 26
35-44 - 5	

Percentage of adults in various household types

Single adults under 35 - 0%

Joint households with minors - 10%

Single adults, age 35-65 - 5%

Joint household with no minors - 60%

Single adults over 65 - 25%

Adult education level

High school - 100%

College - 50%

Graduate school - 20%

Specialty training - 20%

Employment

(Range of occupations)

Adults who are employed - 25%

Adults who are retired - 55%

Adults who work but are not fully employed - 20%

Describe the ethnic heritages of your congregation?

Our demographics track those of other rural communities in southwestern Vermont.

What does diversity mean in your context?

Our congregation is diverse by income, occupation, sexual orientation, length of residence, and, as rural mainline Protestant churches go, even age. Each year, we're able to mount a robust Christmas pageant!

Has your congregation recently had a conversation about welcoming diversity?

No, but we are well aware of the need to grow the church. In 2019, the pastor, church secretary, and a member of the church council attended a daylong UCC conference on attracting new members. COVID derailed our efforts, alas. The Federated Church has a high profile in the community and is much respected as an engaged, welcoming place.

We are an Open, Affirming, and Reconciling church.



PARTICIPATION AND STAFFING

Adult groups or classes - *6-8 normally in attendance, planned by the pastor*

Baptisms last year - *0, all baptisms planned by the pastor*

Children's classes - *10 in total participate, planned by CE team*

Christmas Eve and Easter services - *75 in attendance, planned by pastor*

Choir - *8-10 participate, planned by music director*

Bible Study - *10 participate, planned by pastor*

Communion - *Served once a month, executed by pastor and volunteers*

Community meals - *2 or 3 a year, 75 participate, planned by volunteers*

Funerals - *11 last year, planned by pastor*

Outdoor worship - *about 30 attend during the summer*

Weddings - *0 last year*

Worship - *Every Sunday at 10, an average of 25 in person, 10 online*

Youth group - *none currently but our recent youth group had 8 teens - disbanded when they went to college.*

Prayer shawl ministry - *10, planned by volunteers*

Farmers market church booth - *50-75 visit, planned by parson and volunteers*

First Responders Day lunch - *20 participate, planned by pastor and volunteers*

Summer Lunch Program - *75-85 benefit, planned by pastor and volunteers*



CHURCH FINANCES



Current Annual Income (most recent fiscal year)

Annual Offerings and Pledged Gifts	\$66,700
Endowment Proceeds	\$40,000
Endowment Draw	\$30,000
Fundraising Events	Zero
Designated Gifts	\$24,600
Grants	Zero
Donations to Use Building	\$2,800
Rental of Parsonage	Zero
Support from Related Groups	Zero
Transfers	Zero
TOTAL	\$164,000
2023 Budget Total	\$169,684
Percentage devoted to minister	33%

- The church has never failed to pay its financial obligations to our minister
- Is the church 5-for-5
- OCWM Basic Support - yes
One Great Hour of Sharing - yes
Strengthen the Church - yes
Neighbors in Need - yes
Christmas Fund - yes
- The church has no indebtedness.
- There is no building program projected or underway
- The Federated Church has done two successful capital campaigns in recent years. A 2019 campaign to repair and paint the steeple raised \$21,876. A 2022 campaign to install a new septic system serving Dunlap Hall and new railings leading to the church and to buy a tent for outdoor services and better Zoom equipment raised \$18,700.

What is the market value of the endowment as of December 31, 2022?

\$1,042,004

The church's endowment is comprised of four funds. One is restricted to music. One is restricted to scholarships. Two are unrestricted.

Draw on the endowment to meet operating expenses in each of the last five years:

2022 - \$70,500

2021 - \$57,950

2020 - \$61,250

2019 - \$59,950

2018 - \$97,200

- The Reverend Kathleen Clark is the ordained Federated Church pastor
List of current staff, all supervised by the pastor:

Music director, part time, tenure, 11 years

Secretary, part time, tenure, 15 years

Custodian, part time, tenure, 10 years

We're praying for an inspiring teacher and a community leader to hear the same call from Jesus we're hearing. The Federated Church excels in community service, and we want this to continue. We sense, too, that our congregation and the community-at-large are hungry for spiritual nourishment. These are two sides of the same coin and what we feel is God's path to growing our church.



“For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope.”

—Jeremiah 29:11

LETTERS OF SUPPORT

To whom it may concern:

I have been asked to provide my opinion on how important it has been and continues to be, having the Federated Church of East Arlington, in our community.

Allow me to note, that every town and village in Vermont should have the benefits and services that we here in Arlington, Sunderland and Sandgate Vermont experienced by having the Federated Church in our community.

The Church, Pastor, its leaders, and its members are indeed apostles when it comes to serving the greater community. Their efforts spring from what I can only imagine is the commitment, nourished by the presence of the church, in the virtue of serving others.

It is not uncommon to see representatives of the Church serving food to the town's elderly and poor. It does not stop there, it is also in providing clothing, especially, locally hand-made goods.

The greatest contribution from my perspective is in the area of social and spiritual support to local folks, many of whom are not necessarily members of the Church.

The Church may very well be an institutional entity and a physical building structure. But make no mistake, the Federated Church of East Arlington is a living entity, providing for the well-being of residents of our three towns.

A fitting quote might sum up what I am attempting to convey, regarding the Federated Church by paraphrasing Winston Churchill, "never have so few done so much for so many."

Don Keelan, CPA (ret.)
Arlington, Vermont
February 4, 2023



Arlington Memorial

529 East Arlington Road Arlington, VT 05250 P: (802)375-2589 • F: (802)375-1547

Sarah M Pickering, Principal

James Aschmann, Director of Equity and School Culture

February 17, 2023

Letter of Support: Federated Church of East Arlington

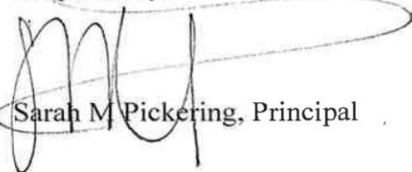
I write this letter in support of the Federated Church of East Arlington. I have been the Principal at Arlington Memorial High School for the past 5 years. Our school serves learners in grades 6-12 in collaboration with local organizations. The Federated Church of East Arlington is a dedicated partner within the Arlington community.

The strengths of the church are an asset to our school learning community. In the past we have worked with them to provide meals, financial support, and necessities to our families. Each year we partner with them to provide meals to our learners through the Summer Lunch program. As family financial needs change, we reach out to the church community for support with gas and grocery cards to ensure we support our families in meeting their basic needs. Lastly, the church has always been a resource to help with winter clothing for learners.

Our partnership helps to keep our focus on learning. The church provides support in basic need areas so our learners can concentrate on cognitive, physical, and social-emotional development. They understand that learning is much more difficult for students when their basic needs are not being met on a daily basis.

I greatly appreciate our partnership with the Federated Church of East Arlington. On behalf of the entire Arlington Memorial High School community, thank you for always supporting our students!

Respectfully,



Sarah M Pickering, Principal



MARTHA CANFIELD MEMORIAL FREE LIBRARY, INC.

528 East Arlington Road PO Box 267
Arlington, Vermont 05250

DR. GEORGE RUSSELL COLLECTION OF VERMONTIANA

February 6, 2023

To Whom It May Concern,

The Federated Church of East Arlington is a wonderful community-oriented church for the towns of Arlington, Sandgate and Sunderland. We at the Martha Canfield Library have been fortunate to have such a good relationship with them. They have partnered with the Library to present a local history program, co-sponsored a couple of fundraising community suppers for us, helped with a homeless patron in the library needing assistance, and two parishioners volunteer at the Library. We have been partnering with the Church for many years with the Adventures in Reading program.

The parishioners, as well as the pastor, have been active in the community, hosting informational programs on a variety of social issues, both national and local, assisting the local food pantry, hosting the senior meals and participating in the ecumenical local summer lunch program for the school, to name just a few of the things they do.

Even though I am a member of another local church in Sandgate, I have always found Federated Church members helpful, and the retiring pastor was very generous in sharing her resources when I was preparing to start a Bible Study group in my church. I was pleased to be a recipient of their Prayer Shawl Ministry when my husband passed away last year. I am always welcomed and enjoy the uplifting services at the Federated Church when I visit.

We are proud to have a church such as this, that is very welcoming to everyone and that fulfils the mission of a Christian community so well.

Sincerely,

Phyllis Skidmore
Library Director

BUDGET

FEDERATED CHURCH BUDGET - 2023				
	Actual	Actual	Proposed	Proposed
	2021	2022	2022	2023
Operating Income				
Congregational giving	61,517	66,300	60,000	66,000
Holiday offerings	-		-	
Building Use Donations	200	2,750	1,500	1,500
Church Fundraising	549	1,235	10,000	1,200
Capital Campaign		17,175		
Withdrawn Church Investments-unrestricte	21,600	29,000	63,192	37,600
Withdrawn Church Investments-Bentley	26,500	27,000	27,000	35,400
Withdrawn Church Investments-music	4,100	5,500	5,000	10,000
Withdrawn Church Investments-scholarshi	5,750	6,000	8,000	10,900
Non-budgeted income	8,634	7,357		7,000
Total Operating Income	128,850	162,317	174,692	169,600
Operating Expenses				
Missions				
UCC	3,733	4,137	4,137	4,342
UMC	3,733	4,137	4,137	4,342
Scholarship Panel	5,000	6,050	8,000	10,900
Missions Committee	6,000	6,000	6,000	6,000
Total	18,466	20,323	22,274	25,584
Pastoral Ministry				
Compensation	25,493	25,132	26,257	30,000
Reimbursed Expenses	1,303	1,757	1,800	2,048
FICA	2,600	1,950	2,600	3,000
Pastoral search expenses				2,500
Employer Costs				
Pension	6,618	5,673	5,673	6,453
Health Insurance	12,626	12,026	12,575	13,204
Life Insurance	709	608	608	638
Total	49,349	47,146	49,513	57,843
Music and Worship				
Choir Director	8,409	8,290	8,661	9,094
Substitute Organist	225	100	300	300
Music	259	284	250	250
Instrument Maintenance	-		220	200
Spiritual Care Materials	230	321	350	350
Altar committee	728	280	500	500
Special Musician	-		-	-
Substitute Preachers	600	850	600	600
Technical Assistance	-	2,200	-	2,400
Total	10,451	12,325	10,881	13,694

FEDERATED CHURCH BUDGET - 2023				
	Actual	Actual	Proposed	Proposed
	2021	2022	2022	2023
Administration				
Secretarial Services	5,504	7,771	5,433	5,705
Office Supplies	631	1,622	1,000	1,500
Office Equip./ Maint.	-	-	-	-
Postage	163	281	300	200
Copying and Bulletin Printing	268	168	300	200
Payroll Service and Fees	2,678	2,195	2,800	2,500
Treasurer	-	-	1,200	-
Financial Secretary	-	-	1,200	1,200
Conference Delegates	-	-	100	100
Organization membership fees	31	31	35	35
Staff FICA	1,113	1,476	1,100	1,500
Workers Comp.	3,463	1,219	2,189	2,215
Professional Review/Audit	-	2,174	-	-
Background Check	-	-	100	100
Total	13,851	16,936	15,757	15,255
Christian Education				
Supplies, etc.	763	678	800	800
Nursery Attendant				
Total	763	678	800	800
Properties Budgeted Expenses				
Oil/propane	6,676	9,697	8,000	10,000
Electricity	3,531	3,751	3,750	4,122
Phone/internet	4,406	5,066	4,000	4,900
Water	917	980	977	1,000
Capital Improvements	-	4,279	30,000	8,000
Maintenance - Grounds (lawnmowing)	2,370	1,875	2,400	2,400
Maintenance - Buildings	3,920	4,025	4,000	4,500
Custodial Supplies	221	235	300	300
Trash Removal	414	829	450	900
Snow removal	905	1,870	1,600	1,900
Liability & Fire Insurance	7,035	7,127	6,600	7,087
Custodian Salary	643	3,229	4,435	5,400
Non-budgeted expenses	7,633	5,800		6,000
Total	38,671	48,763	66,512	56,509
Total Operating Expenses	131,551	146,170	165,737	169,684
Surplus / -Deficit	-2,701	16,147	8,955	-84

BY-LAWS

THE FEDERATED CHURCH OF EAST ARLINGTON, INC.

ARTICLE 1

Name

Sec. 1. The name of this corporation is The Federated Church of East Arlington, Inc.

ARTICLE 2

Purpose

Sec. 1. The mission of the Church is to welcome all, follow Jesus Christ together, and live God's Word with compassionate service.

Sec. 2. The Church shall maintain an affiliation with the United Methodist Church through its New England Conference and Vermont District, and with the United Church of Christ through its Vermont Conference and Southwest Association.

Sec. 3. The Church is an Open and Affirming and Reconciling congregation, using the following declaration: "With God's help, we include all persons in our fellowship, embracing and celebrating differences of gender identity, marital status, age, mental and physical ability, and sexual orientation, as well as racial, ethnic and socioeconomic background. We welcome into our community everyone who seeks to share in the work and worship of the church of our Lord and Savior, Jesus Christ."

ARTICLE 3

Faith

Sec. 1. This Church acknowledges as its sole head Jesus Christ, the Son of God and the Savior of Man. It acknowledges as kindred in Christ all who share in this confession. It looks to the Word of God in the Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims as its own the faith of the historic church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the responsibility of the Church in each generation to make this faith its own. In accordance with the teachings of our Lord and the practice prevailing among Protestant Christians, it recognizes two Sacraments: Baptism and the Lord's Supper or Holy Communion.

ARTICLE 4

Membership

Sec. 1. The government of this Church is vested in its members who shall exercise ultimate authority in all its affairs, subject, however, to the laws of the state of Vermont.

Sec. 2. Membership in the Federated Church of East Arlington shall be open to any person who has been baptized, has been confirmed, or has made public confession of faith in Jesus Christ as Lord and Savior.

Sec. 4. Members shall pledge themselves to attend regular worship of the church and the celebration of the Lord's Supper; to live the Christian life; to share in the life and the work of the Church; to contribute to its support and benevolence; and to seek diligently the spiritual welfare of the membership and the community.

Sec. 5. Any member may, on his or her own request, be granted a letter of transfer.

ARTICLE 5

Meetings of members

Sec. 1. The Annual Meeting of the members of the corporation shall be held in January on a date and time to be designated by the Church Council at least one month prior to the meeting date.

Sec. 2. The meeting shall be warned at least once in the church newsletter or by other written means, and at least two weeks in advance of the meeting.

Sec. 3. Special meetings of the members may be called by the Church Council, or the Pastor, or upon written request of any five (5) members.

Sec. 4. Each member shall have one (1) vote on each matter submitted to a vote of the members. Members may not vote by proxy. Cumulative voting shall not be allowed in the election of Council Members.

Sec. 5. One-tenth (1/10th) of the membership shall constitute a quorum.

ARTICLE 6

Church Council

Sec. 1. The affairs of the Church shall be managed by a Council, consisting of a Chairperson, a Treasurer, a Secretary, a Financial Secretary, and five (5) team leaders. The Pastor is an ex-officio member, having a voice but no vote. At times, one person may assume more than one role as long as their roles do not conflict with each other. For example the Secretary and Financial Secretary may be the same person.

Sec. 2. The five teams represented on the Council will be Buildings and Grounds, Christian Education, Financial, Missions, and Worship and Ministry.

Sec. 3. The term of office of a Council Member shall be two (2) years.

Sec. 4. Any vacancy occurring in the Council between annual meetings of the Church shall be filled by a Nominating Committee, consisting of at least two Council Members.

Sec. 5. One-half (50%) of the Council Members shall constitute a quorum.

Sec. 6. Meetings of the Council shall be held monthly at a time and place determined by the Council Chairperson. Council meetings shall be posted in the monthly newsletters and weekly bulletins at least one week in advance. Teams and/or Sub-Committees will meet as needed and report to the Council.

Sec.7. Teams, made up of a team leader and one to five other members, are responsible for the following duties:

- A. Buildings and Grounds – Responsible for overseeing the maintenance and management of all properties owned by the Church, including both repairs, day to day operations, and preventative measures.
- B. Christian Education – Responsible for organizing Sunday School and other child-related activities, such as Advent Workshop, Christmas Pageant, and/or Vacation Bible School, as well as Adult Education activities.
- C. Financial – Responsible for quarterly in-house audits of the Treasurer's bookkeeping and the soliciting of an outside financial review on a regular basis occurring not less than once every four years.
- D. Missions – Responsible for managing special benevolent projects (i.e., Holy Joe's Coffee Fund, Larry & Gary Camp Fund, utility assistance, etc.) and the solicitation and disbursement of funds for specific needs (i.e., One Great Hour of Sharing, Church World Service, Etc.).
- E. Worship and Ministry – Responsible for arranging the necessary components of the worship service (i.e., ushers, lay readers, communion servers, etc.) and soliciting feedback from the members regarding the church and pastoral relations.

ARTICLE 7

Officers

Sec. 1. The Chairperson shall preside over all meetings of the Church members and Church Council. She/He shall be an ex-officio member of all Teams and Ad-Hoc Committees. She/He shall be selected from the Church membership. In the absence of the Chairperson for any meeting, a Chair pro tem may be elected by majority vote to preside only at the meeting in which elected.

Sec. 2. The Secretary shall keep a complete record in a book provided for that purpose of all the affairs of the Church including membership, baptisms, marriages, and deaths, and of the transactions of Annual and Special Meetings of the Church. She/He shall notify all officers, committee members, and delegates of their election or appointment. She/He shall issue letters of transfer, and when not otherwise provided, conduct the correspondence of the Church. She/He shall preserve on file all communications and official reports and give legal notice of all Annual and Special Meetings of the Church and perform all other duties that usually pertain to the secretaries of assemblies. The Council Secretary is different from the church office secretary (a paid employee), although these positions may be held by the same person.

Sec. 3. The Treasurer shall receive and disburse all monies as directed by the proper officers of the Church. She/He shall keep a complete record thereof in suitable books, and submit a report to meetings of the Council and to the members of the Church at the Annual Meeting. Her/His books shall be audited by the Financial Team quarterly and by an outside financial service no less than every four years.

Sec. 4. The Financial Secretary shall collect the proceeds of the offerings, credit payments to the proper persons, notify them quarterly of the amount paid for the year, and shall deposit such funds as collected. Their reports shall be audited by the Financial Team quarterly and by an outside financial service no less than every four years.

Sec. 5. The Leaders of each Team (Buildings and Grounds, Christian Education, Financial, Missions, and Worship and Ministry) will oversee the duties of their team, attend each Council meeting, and report on the actions of his/her team.

Sec. 6. All Council Members shall be elected by the membership of the Church at each Annual Meeting to serve a term of two years. A Council Member may be removed from her/his position by a vote of at least 1/3 of the Congregation.

ARTICLE 8

Committees

Sec. 1. Ad Hoc committees, consisting of church members, can be appointed by the Council at any time to fulfill a specific need of the congregation. For example, a special building project may require a team to oversee the project through the planning and implementation stages, but then disband once the project is complete.

ARTICLE 9

Amendments

Sec. 1. These By-Laws may be amended at any properly warned meeting of the members by a majority vote, the proposed amendments having been submitted in writing to the Council Chairperson and circulated among the members of the Church at least two (2) weeks before being voted on.

Amended April 21, 1991

Article 6, Section 7d

Article 6, Section 7e

Amended January 15, 1998

Article 8, Section 6

Amended January 21, 1999

Article 4, Section 3

Article 5, Section 1

Article 6, Section 5

Article 6, Section 6 Deleted (Sections 7 & 8 Renumbered 6 & 7)

Article 6, Section 6a

Article 6, Section 6c

Article 7, Section 1

Article 7, Section 5

Article 7, Section 6

Article 8, Section 7

Amended January 21, 2001

Article 6, Section 6,a.

Article 8, Section 1

Amended April 21, 2002

Article 7, Section 4

Amended November 9, 2003

- Article 2, Section 1
- Article 4, Sections 2 & 3; deleted Section 6 entirely
- Article 5, Section 5
- Article 6, Section 6a, 6b, and 6e
- Article 7, Section 1
- Article 8, Section 1, 3a, 3b,
- Article 8, Section 5 #3
- Article 9, Section 1

Amended October 24, 2004

- Article 6, Section 6a

Amended July 17, 2005

- Article 4, Section 3 deleted

Amended January 22, 2017

- Article 2, Sections 1 and 2 and Section 3 added
- Article 5, Sections 1 and 3
- Article 6, Title and Sections 1, 2, 3, 4, 5, 6, and 7
- Article 7, Sections 1, 2, 3, 4, 5, and Section 7 deleted
- Article 8, Title and Section 1, and Sections 2, 3, 4, 5, 6, and 7 deleted
- Article 9, Section 1