

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Lake Region Parish
Barton United Church
Glover Community Church
West Glover Congregational Church

Pastor

Vermont Conference UCC

July 2024

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1. POSITION POSTING

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1a. LISTING INFORMATION

Lake Region Parish

PO Box 306

15 S Glover St, Barton, VT 05822

*On August 15, 1944 the Lake Region Parish became a reality. It was organized “for the purpose of providing a stronger and more effective Protestant Christian ministry in this vicinity.” To this end the **Barton Congregational Church, the Barton Methodist Church, the Glover Community Church and the West Glover Congregational Church** united to form a “larger parish.” The proposed articles of agreement which were adopted then as a tentative working basis have not been modified significantly* over the last 80 years.*

* Theodore Gregg Pastor May 1954

Conference: Vermont Conference United Church of Christ

Rev. Dr. Lynn Bujnak, Conference Minister, 802-505-3980, lbujnak@vermontucc.org.



Glover



West Glover



Barton

Summary Ministry Description:

Lake Region Parish is seeking a Pastor to continue our vision of becoming more unified. Presently this is being accomplished by implementing all union services on a rotating basis. We seek a Pastor to guide us, cheer us, pray for us, and walk with us on our spiritual journey.

There is room for more participation through combined adult bible study groups, Sunday school events, and women's groups. We would hope a new pastor would bring new and exciting ideas.

We have enthusiastic members, but we are struggling with participation as well as diminished attendance. Our congregations are made up of late middle-aged and retired members. For the past several years we have seen a decline in new members and baptisms. If we are to grow in numbers and spiritually, we need to attract young families. Our vision is to grow Sunday School and Youth programs along with Adult Bible Study.

Worship is important to us as it creates a personal relationship between God and the believer. It can also help to bring our diverse community together. Our members are caring and supportive, and though we have a traditional worship service, we believe we are flexible in making some changes to accommodate the new generation. Because our congregations are elderly, we need someone that can relate to our aging population and in order to grow, someone who would also relate well with young families, children and teens. An intergenerational congregation has much to teach each other.

Photographs:



Christmas Cantata



Ecumenical Choir

Barton/Glover/West Glover -

The Lake Region Parish is in the center of the Northeast Kingdom of Vermont. An abundance of outdoor recreation opportunities, unique museums and art centers and a foodie scene have influenced the Kingdom's recent designation as the #1 Ecotourism designation in the United States. We have a large senior community, two elementary schools and Lake Region High School, and five religious communities. Our population increases in the summers, mostly because of the three beautiful lakes that surround our community. There is much to offer people who enjoy the outdoors. We have both downhill and cross-country ski areas nearby as well as extensive trails for hiking in the summer and snowboarding in the winter. We are a community entrenched in the busyness of our lives, enhancing peace and promoting the oneness of Christ.

1b. SCOPE OF WORK

Spiritual Guidance and Pastoral Care

- Provide pastoral leadership by creating and maintaining a framework that inspires, nourishes, and informs the spiritual welfare of the congregation
- Along with the Parish Music Director be responsible for the worship experience at Lake Region Parish. The Pastor will provide overall worship planning leadership and will preach approximately 48 times per year. (negotiable) Additionally, the Pastor will ensure that the sacraments are administered appropriately, and officiate at weddings and funerals as necessary.

Core Competencies:

- We are searching for a pastor who would prefer a part time position, in a rural community setting. Someone who is looking for a quiet lifestyle in a place that encourages outdoor activities and community involvement. Our congregation would encourage and enjoy sermons that are biblically based and socially relevant. Something to prompt growth in our Christian journey personally and as a congregation.
- Our pastor would help us become better witnesses of our faith in the community. Welcoming to all, caring for those in need in our community, and supporting our members.

Position Title: Pastor

Position Duration:

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

1c. COMPENSATION AND SUPPORT

Compensation Level: ½ Time

Budgeted Salary plus Benefits

Salary	1/2 time	Negotiable Support
	Pastor Salary	\$ 20,000.00
30%	Housing allowance	\$ 6,000.00
	Total Salary	\$ 26,000.00
Benefits		
Percent of Total Salary		
14.00%	Annuity	\$ 5,915.00
1.50%	Life & Disability	\$ 390.00
	Health & Dental	\$ 4,248.00
	Mileage	\$ 1,000.00
7.65%	Social Security Reimbursement	\$ 1,989.00
	Total Benefits	\$ 13,542.00
	Total Pkg	\$ 39,542.00

Does the total support package meet conference compensation guidelines? **Yes**

The expected living situation for our next minister is that she/he will be living nearby on a housing allowance. As in all of Vermont affordable housing is scarce. Most Orleans County residents travel to work with a mean travel distance of 22.8 miles. This opens up the area from Newport to St. Johnsbury for housing, **That being said having a local residing Pastor opens up a great deal of connection to the community and would greatly improve our ability to minister to our Parish members.** A local support group of Protestant Pastors has been available in the Northeast Kingdom.

- **Our outgoing Pastor did visitation and bible study on one day of the week from Parish Office, a second weekday for sermon preparation from home and conducted Worship Service on Sundays.**
- **The Parish maintains a newly remodeled office staffed with a ~21 hour a month Secretary within the Barton United Church.**

1d. WHO IS GOD CALLING TO MINISTER WITH US?

Vision & Mission Statement Lake Region Parish

- The **vision** of our parish is to know God and make Christ known by being a welcoming Christ-centered parish where all of God's people are valued, supported and challenged to grow in faith and service.
- The **mission** of our parish is providing spiritual growth for individuals and families; growing youth ministry programs; nurturing a sense of community by supporting one another through prayer, love, care and fellowship; increasing outreach and opportunities for service; increasing attendance and involvement; connecting with other Christian churches in the community area and U.M.C. & U.C.C. conferences.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

- It is our hope that our minister will become our partner and friend, helping us see ways we can continue and add to our present community impact. At this time we are involved with the community with our food shelf, NEKO, our women's groups (providing receptions following funerals), musical concerts, a small Sunday school, and visiting sick and home bound community members. These are just a few that come to mind and they are offered to anyone. Having a minister that wants to be part of these activities as well as suggesting others would be wonderful.

Based on who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

- **Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice**

Loving God, following Jesus Christ, and being guided by the Holy Spirit, living a life of discipleship. In this way broadening our view of discipleship.

- **Building Transformational Leadership Skills**

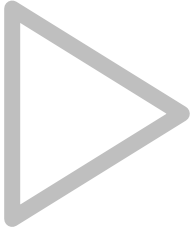
Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.

- **Strengthening Inter- and Intra- Personal Assets**

Understanding community context and navigating change within the context of our church community, helping us to navigate change in our larger community and world thereby engaging us in mission and outreach.

- **Caring For All Creation**

Providing hope and healing to a hurting world. Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.



2. WHO IS GOD CALLING YOU TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

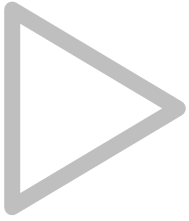
- In the past several years God seems to be **calling us to become a true parish** rather than the 3 separate churches as we have been. We joined together approximately 80 years ago out of necessity because of dwindling numbers in the pews and financial need. Now we are beginning to glimpse a closer bond with our sister churches. The desire to meet together in Union services with our brothers and sisters in Christ seems to be where God is calling us. Becoming a parish of people who truly love and support each other, and welcome all people of our community to experience a vital and accepting Christ through us. Happily our numbers for Sunday services has been slowly increasing, and we pray it continues.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

God has placed before us many opportunities to serve our diverse communities.

- The Barton Women's Fellowship meets monthly to organize fund raising efforts in order to support the people we serve. Their outreach includes local missions. One example is a mitten tree where handmade scarves and mittens are collected for the children of our school communities. Our Christmas Tea is a time when we bring forth handmade items like quilts, mittens, scarves and other homemade goods during a good old fashion tea party.
- The Glover Women's Union holds a well-attended Christmas Bazaar with a wonderful luncheon.
- The West Glover Willing Workers have held many Christmas Bazaars in the past, and a strawberry social in early summer. All three groups support the Warm The Children drive by donating money for winter coats.
- All our women's groups provide loving service to families during bereavement by hosting a reception following the funeral of a loved one. This is available to all families at their request regardless of church affiliation and at no cost, however most make a modest donation. Our churches are used regularly for funerals, weddings and various community projects.
- Famous chicken pie suppers bring our communities together in order to enjoy a great meal with wonderful camaraderie, and to help raise funds. During our monthly meetings those in need because of sickness, age related problems or recovery from surgery are discussed and a plan to visit, provide meals, or money is put in action. Often our women's groups use money from their fundraising efforts for gasoline for those traveling for doctor visits in Burlington or Hanover.

- We collect and distribute supplies from our food shelf that is open to all. A special fund referred to as the **Pastors Fund** is managed by our Pastor at her discretion. It can pay off utility bills, fill oil tanks, give out food vouchers for the local markets. Our Pastor spends at least one day a week visiting the sick and providing communion for those who desire it.
- The Glover church puts on a very well attended annual auction during Glover Day celebrations, and the West Glover church runs a delicious chicken barbecue and a Strawberry Social in the Summer. All three churches participate in an annual town wide yard sale that in turn supports the needs of our church and our wider community.
- In **December a Christmas lunch** is offered to all church and community members to celebrate Christ's birthday. A **memory Christmas tree** is lit on the lawn of the Glover church where we remember family and friends by purchasing a bulb. In July a **sunday school/church picnic** is held for the social enjoyment of all members. **Sunday School** is available every week during church services, for all ages of children. It seems to be going well because they keep coming back each week.
- Well attended **weekly Bible studies** are led by our minister in Fellowship Hall.
- Lake Region, our local high school, routinely uses the Barton sanctuary for their concerts. The acoustics in all three churches are excellent for these wonderful performances.
- We believe the **ministry of music** is very important for our outreach to the larger community. Our sanctuaries are open for concerts—Northsong Singers has been performing at the Barton Church for many years. We were recently graced by the enormously talented Greensboro violinist, Roy MacNeil.
- Our **parish choir** has members from all three churches and meets Thursday and Sunday mornings for rehearsals. They are a very talented group.
- Our **Music Director** lines up special music, including vocal soloists, violinists, guitarists, cellists and others to use in our worship services. Over the years she has directed Christmas and Easter Cantatas that have been very well attended—upwards of 12 area churches are represented.
- **We believe this ministry is instrumental in drawing community members to our joyful services.**



3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

WHO ARE WE NOW?

“You shall love your neighbor as yourself” (Matthew 22:39, NRSV)

Describe your congregation’s life of faith.

Our Parish celebrates communion on the first Sunday of each month. We usually recite a creed at these services, for example, The Apostle’s Creed, The Nicene Creed, or any other at the discretion of the minister. These creeds also profess our beliefs in God, Jesus and the Holy Spirit within this congregation. We end each Communion Service with a song circle singing “We are one in the bond of love”

Describe several strengths or positive qualities of your congregation.

First, there is a genuine liking, and loving, within the members of this Parish. As we are an aging Parish, most of us have known each other and worshipped together for many years, even before we began having the weekly union services. We have also been welcoming, and accepting, of those who visit, and of those who have decided to continue to worship with us. We have an annual rotational calendar where we meet at a church for one or two months before moving to another church for the same. We are flexible if a church would like a particular Sunday that might not fall in “their month” for a service special to their congregation.

Describe what worship is like when your congregation gathers.

We have a traditional congregational service but have been and are open to creative changes. This included a devoted Choir, talented Music Director, and Special Music Guests. Also lay participation in the reading of the lectionary and a sharing time for Celebrations and Concerns are a weekly focus.

Describe how your congregation is organized for ministry and mission.

Each local Church Women’s group reach out to minister to local needs as identified. We also have a Parish Pastor’s Fund to provide financial aid. We belong to and support NEKO a coalition of individuals, families, faith and community-based organizations that come together to organize and advocate for economic, social, and environmental justice for the people and the places of Vermont’s Northeast Kingdom.

When it comes to decision-making, how many hours are spent in meetings per month?

As called for in the Parish By-Laws a Parish Council composed of members from each of the Local Churches meets Monthly, usually for an hour. Various sub committees meet annually or more frequently.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

An executive committee composed of Parish Council Chair, Parish Council Vice Chair and Secretary met to address crisis met by Phone Call.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Yes, See Parish By-Laws below

THE LAKE REGION BY-LAWS

*Proposed amendments 1991-92; adopted January 1992)
(Previous amendments in 1957 and 1972)*

For the purpose of providing a stronger and more effective Protestant Christian ministry in this vicinity, the Congregational and Methodist churches of Barton Village, the Community Church of Glover and the Congregational Church of West Glover hereby unite in a larger parish on the following basis:

ARTICLE I THE NAME

This larger parish shall be known as the Lake Region Parish

ARTICLE II CLERGY

There shall be engaged a full-time minister.

ARTICLE III THE PASTORAL RELATIONS COMMITTEE

All personnel shall be engaged by the Pastoral Relations Committee.

There shall be eight members on this committee. Four shall be appointed from the Lake Region Parish Council; two from those Council members representing Barton, one from those Council members representing Glover, and one from those representing West Glover. The Barton United Church shall elect two additional members and the Glover Community Church and West Glover Congregational Church shall elect one each. The Parish Council shall elect a Chairman of the committee from among its appointees.

It shall be the duty of this committee to contact and recommend candidates to the Parish council, who will have the responsibility for hiring. This committee shall support and maintain the relationship between the pastor and members of the parish, recommend salary and benefits to the parish finance committee and be responsible for supplying the pulpit in the absence of the regular minister.

ARTICLE IV PARISH COUNCIL

The administration of the Lake Region Parish shall be vested in a council composed of twelve members duly elected by their respective churches. *Six shall be from the Barton United Church, three each from the Glover Community Church and West Glover Congregational Church.*

This Council shall organize annually by electing from its members a Chairman, Vice-Chairman, Clerk and Treasurer. *The council shall have the option of appointing a Treasurer from outside the Council and hiring whatever additional staff it deems necessary.*

The Council shall be empowered to appoint all committees, regular or special, that may be necessary to administer the program of the Lake Region Parish, including a Finance Committee, which shall be composed, among others, of the regularly elected Treasurer of each participating church and the Treasurer of the Lake Region Parish. The minister; shall be ex-officio member of the Council and all committees.

The Council shall meet monthly at whatever time and place the members may select, and six members shall constitute a quorum.

ARTICLE V BUDGET AND APPORTIONMENT

The Finance Committee shall meet annually to recommend to the Council a budget and an apportionment percentage for each individual church for the support of the Lake Region Parish. This budget and apportionment shall be accepted or rejected by each church individually. Each church shall pay to the Lake Region Parish, on or before the 25th day of each month; its monthly installment of said apportionment.

ARTICLE VI ESTABLISHMENT OF PARISH

This larger Parish shall take effect on August 15, 1944 and each participating church shall become a member as soon as it has adopted these articles and has filed a signed copy with the Clerk of the Council. This larger Parish shall remain in effect as long as the present union of the Barton Congregational and Methodist churches remain in operation or until otherwise dissolved by mutual action of participating churches. Any participating church may withdraw from the Parish by giving six months notice to the Council.

ARTICLE VII LOCAL AUTONOMY

The Lake Region Parish shall have no jurisdiction or control over local church matters or over local church properties.

ARTICLE VIII REPRESENTATION

The duly appointed representatives of each church on the council shall have full power and authority to act for their own church in all matters under jurisdiction of the Lake Region Parish, but each church shall have the right to recall or change its representatives at any time it deems necessary.

ARTICLE IX AMENDMENTS

Amendments to these articles may be proposed at any meeting of the Council, and voted on by ballot at the next meeting; provided that a written notice, including original and proposed changes, is given to each member at least one week previous to said meeting. Proposed amendments must be accepted by two-thirds of the members voting (absentee ballots included) before being presented to individual churches. The churches shall then accept or reject said amendments by the same method.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

Current size of membership:

	Lake Region Parish	Membership	
Church	Active	Inactive	Active Non-Member
Barton	24	13	8
Glover	20	35	5
West Glover	12	29	
Total	56	77	13

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	90	y
Less than 10, more than 5 years:	5	y
Less than 5 years:	5	y

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
6	2	4		2		5	10	20	y

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	15 30%	y
Adults who are retired:	30 60%	y
Adults who are not fully employed:	5 10%	y

Describe the range of occupations of working adults in the congregation:

Banker, Dental Hygienist, Truck Driver, Farmer, Secretary, Factory, EMT, School Teacher, Self Employed, Small Business Owners, Family Physician retired, Attorney at Law retired

- Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Scots/Irish, French Canadian, English, German, Polish descent along with Remnants of Counter Cultural /Back to the Land groups all intermingling over the past 50 years.

- Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: **see 3f**

In **2002** when the Synod of the United Church of Christ asked local congregations to agree to a change of wording of their mission statement to openly embrace gays, lesbians and transsexuals our two affiliated congregations, Barton & West Glover responded differently. Barton United Church adopted the statement while West Glover by a narrow margin voted to not accept the wording and leave the UCC. Since then, West Glover has been living with the implication that it was not open and affirming and lost half of its active members.

In **2022**, at its annual meeting a quorum of West Glover active members decided to reverse that vote. After many conversations and a decision of the trustees a new mission statement that *West Glover is a Christ centered congregation welcoming and affirming all people regardless of gender, sexual orientation, color, ethnicity, nationality, wealth, or poverty as people of God. God loves all of his children just as they are. God accepts all people.* West Glover Church can now celebrate gay marriage and civil unions if ever requested.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Funerals 4 Parish wide last year	Varies	Pastor

Baptisms (<i>number last year</i>)	1	Pastor
Children's Groups or Classes	8	Christian Ed Committee
Christmas Eve and Easter Worship	200	Pastor
Worship (time slot: <u> 10 -11 am </u>)	40	Pastor with Music Director
Choirs and Music Groups	10	Music Director
Church-based Bible Study	5	Pastor
Communion (<i>served how often?</i>)	35 -40 served monthly	Pastor with Local Deacons

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Joan Vincent	No	Sunday Worship	Supply	Yes

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

Evelyn Coupe recently retired former Pastor

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Music Director		\$7,800		4 years
Parish Secretary		\$4,000		27 years

REFLECTION

- Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

We are an aging but still vital congregation striving to keep our mission of service and worship alive.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount	Barton	Glover	West Glover
Annual Offerings and Pledged Giving	\$44,337.24	\$29,380.24	\$6,469.00	\$8,488.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0.00	\$0.00		
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$14,085.95	\$3,085.95	\$10,000.00	\$1,000.00
Fundraising Events	\$9,279.28		\$7,100.28	\$2,179.00
Gifts Designated for a Specific Purpose	\$10,755.00		\$255.00	\$10,500.00
Grants	\$0.00			
Rentals of Church Building	\$900.00			\$900.00
Office Rent	\$	\$1,000.00		
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$800.00	\$800.00		
Transfers from Special Accounts	\$	\$11,576.95		
Undesignated Gifts	\$1,100.00		\$1,100.00	
Other	\$114.00	\$114.00		
TOTAL	\$81,371.47	\$45,957.14	\$8,455.28	\$23,067.00

Current annual expenses (dollars budgeted for most recent fiscal year):

\$ 58,748.15 Parish Apportioned

- Individual Church Parish Apportionment

Barton \$ 32,898.97

Glover \$ 18,211.93

West Glover \$ 7,637.26

\$ 58,748.15 Parish Apportioned

- Individual Church Budgets (includes Parish Apportionment)

Barton \$ 52,398.96

Glover \$ 25,856.92

West Glover \$ 14,887.00

\$ 93,142.88 Total Local Budget

- Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?

Total Package	\$40,333.40	% of Budgets
Parish Annual Budget	\$58,748.15	68.65%
Individual Churches Budget	\$93,142.88	43.30%

- Has the church ever failed to pay its financial obligations to a minister of the church?
No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?
(indicate those included during the most recent fiscal year)

Y Our Church’s Wider Mission (OCWM – Basic Support)

Y One Great Hour of Sharing

Strengthen the Church

Y Neighbors in Need

Christmas Fund

- In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

\$ 500 donation by Barton United Church

Lake Region Parish 2023 Budget Report

			2024 Budget	2023 Actual	2023 Budget	2022 Actual
Pastor Salary			\$ 18,740.73	\$18,373.32	\$ 18,373.26	\$ 18,013.32
Housing Allowance			\$ 7,496.29	\$ 7,349.28	\$ 7,349.30	\$ 7,205.40
Benefits						
Annuity , Life & Disability			\$ 6,400.00	\$ 5,096.40	\$ 6,237.72	\$ 5,606.04
Health/Dental Re-Imbursement			\$ 4,248.00	\$ 4,248.00	\$ 4,248.00	\$ 4,248.00
Mileage Re-Imbursement			\$ 500.00	\$ 421.44	\$ 1,000.00	\$ 311.98
Social Security			\$ 2,007.13	\$ 1,967.76	\$ 1,967.78	\$ 1,929.24
Pulpit Supply			\$ 1,000.00	\$ 314.56	\$ 1,000.00	\$ 471.84
Parish Office						
Secretary Salary			\$ 4,000.00	\$ 4,261.05	\$ 3,500.00	\$ 3,367.50
Benefits			\$ 306.00	\$ 144.81	\$ 267.75	\$ 244.76
Office Rent			\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Postage			\$ 400.00	\$ 302.20	\$ 400.00	\$ 347.00
Supp Office			\$ 600.00	\$ 810.67	\$ 600.00	\$ 615.53
Telecommunications			\$ 1,700.00	\$ 1,615.73	\$ 1,600.00	\$ 1,361.65
Worship Supplies			\$ 400.00	\$ 412.69	\$ 500.00	\$ 300.00
Parish Music Director			\$ 7,800.00	\$ 7,752.00	\$ 7,752.00	\$ 7,448.00
Substitute Organist			\$ 300.00	\$ 150.00	\$ 375.00	\$ 375.00
Christian Education	Local Missions		\$ 300.00	\$ 152.45	\$ 300.00	\$ 220.00
Insurance			\$ 950.00	\$ 773.00	\$ 950.00	\$ 1,690.00
Misc. Expense/Gifts			\$ 600.00	\$ 595.97	\$ 600.00	\$ 1,060.00
Total			\$ 58,748.15	\$55,741.33	\$ 58,020.81	\$ 55,815.26
	Barton		\$ 32,898.97	56% \$29,784.04	\$ 32,491.65	\$ 28,690.75
	Glover		\$ 18,211.93	31% \$16,484.37	\$ 17,986.45	\$ 14,438.50
	West Glover		\$ 7,637.26	13% \$ 6,914.16	\$ 7,542.71	\$ 6,665.45
			\$ 58,748.15	\$53,182.57	\$ 58,020.81	\$ 49,794.70

This Budget & Percent Apportionment was approved at December 2023 Parish Council and seeks annual meeting approval.

What is the church's current indebtedness? **none**

Does your church have an endowment? **yes**

Please comment on the above calculations or estimates:
Funds used for building maintenance & repairs.

Does your church have a parsonage? **No**

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

- **Barton United Church has presently an ongoing Vestry and Heating System repair due to damage by July 2023 Flooding.**
- **Glover Community Church has an ongoing Restoration Project on our 100 year old Pipe Organ**
- **West Glover Congregational Church the oldest public building in town, built in 1832 and moved in 1850, received a Freeman Foundation grant to paint scrape & reroof the steeple and make the building handicap accessible.**

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2021	Glover Organ	\$ 20,000	\$ 20,000	
2021	Barton Steeple	\$ 45,225	\$ 66,782	\$30,00 VT Historic Grant Project delayed by flooding
2024	West Glover	\$55,000	\$55,000	Steeple roofing \$50,000 Freeman Foundation

Entity in the church responsible for review and needed repairs

...**Individual Church Trustees**

Describe all buildings owned by the church:

- **Barton United Church,**
- **Glover Community Church,**
- **West Glover Congregational Church**

Which spaces are accessible to wheelchairs?

- **Barton United Fellowship Hall ramp & grade Sanctuary via chair lift**
- **Glover Fellowship Hall ramp & grade Sanctuary via Elevator**
- **West Glover Fellowship Hall not, Sanctuary via Ramp**

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years. Describe a specific change your church has managed in the recent past.

- **West Glover Church fire and rebuilding in December 2008 - 2010**
- **COVID in 2020 - 2022**
- **Barton United Church flooding and restoration of vestry July 2023 -2024**

Each of the above caused us to move from alternating worship sites with 2 Sunday Services for part of the year to all Union Worship Services all year long at changing church buildings. We have been having more meaningful worship with larger Parish involvement thus becoming a stronger Christian witness in our area.

Ministerial History *(include all previous ministerial staff for the past 30 years)*

Staff member's name	Years of service	UCC Standing (Y/N)
Evelyn Coupe	2007 - 2024	Y
Michael Caldwell	2001 - 2007	Y
David Westcott Herb Perry	2000 6 month interims	Y
Joy Toll	1994 - 2000	Methodist

Has any past leader left under pressure or by involuntary termination?

Y 45+ years ago the Parish employed 2 ministers who would not work together and rather than split the congregations by choosing one as minister we asked both to leave.

Has your church been involved in a Situational Support Consultation?

N

Has a past pastor been the subject of a Fitness Review while at your church?

N



4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

The Mission statement of our parish is to provide spiritual growth for individuals and families through:

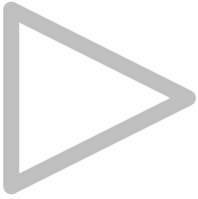
- Growing our youth ministry programs
- Nurturing a sense of community by supporting one another through prayer, love, care, and fellowship
- Increasing outreach and opportunities for service
- Increasing attendance and involvement
- Connecting with other Christian churches in our community area and the UMC & UCC conferences.

In recent months we are joyfully seeing a viable Sunday school once again. Due to the work of several volunteers, we have encouraged a small group of families to attend worship with us. Offering religious instruction for these children during adult worship seems to be working well. Through a Bible study and prayer chain we are enriching the spiritual growth of members. With our music director, choir, and talented individuals, we have blessed our church attendees with beautiful sacred music. This is a wonderful outreach to our larger community of friends and neighbors.

Providing dinners and luncheons for bereaved families is a loving way to support members and friends in their time of need. Our fundraising chicken pie dinners provide a chance for the local community to fellowship with us as well as enjoy a very economical meal. We have a large elderly population who take full advantage of these dinners. In the past we have connected with many of the local churches, both Protestant and Catholic, for special ecumenical services. In this way our ministry extends beyond our church walls.

In response to the question of global missions. We participate in the One Great Hour of Sharing, Blanket Sunday, and Tools for Hope. Beyond that, due to financial restraints and living in a small rural community, we are not particularly involved.

Lastly our congregation is not ethnically diverse but rather politically, and spiritually diverse. Most members have attended church throughout their lives. Some are religiously conservative while others are very liberal. Likewise with education, as it runs the gamut from high school to college graduate degrees. Be aware though we are joined together by our love of Christ and each other.



5. REFERENCES

REFERENCE 1

Tom Beach / Position / Setting

(Telephone / Email / Former faithful congregant last few years recently moved to Williston, VT)

To Whom it May Concern

I visited Barton United Church in January of 2022. I have never been in a friendlier or more welcoming church. After the service almost everyone came up to greet me during coffee time. I got to know several close friends over the next year. The service was lively, the music program terrific, and each Sunday there were a number of hymns for the congregation to sing which I enjoyed.

The services rotated between 3 locations in Barton, Glover, and West Glover. I liked each unique location. During the summer there was a bar-b-que at the West Glover church, an auction at the Glover Church and a church picnic hosted by the Barton on Crystal Lake.

I was offered opportunities to participate in church programs, which I appreciated. Although not technically a member, I felt very much a part of the congregation.

I remain,

Thomas Beach

REFERENCE 2

Lois Barrows / Position / Setting

(email: <lmbinglo@gmail.com>/ Former choir member moved to Senior Housing) This is in response to Dottie's request for comments on important events at Barton United Church.

The truly significant event for the church and the community was the transformation of the interior. The space had carpeted floors and acoustical tiles throughout. The new space has one of the finest acoustics in the area and thanks to work done by the "dream committee" at BUC and Leonard Spencer, designer, and Rob Brown, architect. We were so lucky to have the renowned organist, John Weaver, own a summer home in West Glover. He directed a local choir for a special Music Sunday in the summer with his wife, Marianne, conducting. It was truly an honor to participate in that celebration.

REFERENCE 3

Allyssa May/ Pastor Orleans Federated Church/ Setting
((802)754-6486 / orleansfederated@gmail.com/ Child of LR Parish



Orleans Federated Church

P.O. Box 132

Orleans, Vermont 05860

Phone (802) 754-6486

Grace and Peace to you!

It is my pleasure to write a note of reference for the Lake Region Parish as they begin their search for a new pastor.

My experience of the Lake Region Parish and especially of the Barton United Church (UCC/UMC) is lifelong, literally. I was born into the church family at BUC and raised and nurtured there. I was supported in my journey of discernment and in my eventual education at Harvard Divinity School. I was welcomed home to preach and to share my experience and I was encouraged and affirmed in my calling to ministry. My ordination in 2003 was a community celebration – one of three ordinations held at BUC in the last 40 years. And now, I have the opportunity to work with the Lake Region Parish as an area clergy person, serving the Orleans Federated Church, just a few minutes away.

I am impressed by Lake Region Parish's commitment to stay together in these difficult times of communal spiritual life. Each church has its own character and charism, but all also complement each other. There is a strong sense of community amongst the churches while each holds their own identity. The parish values connection to one another and the wider community, though as with many churches at current, there is a continuing assessment about how best to meet the needs of the world with the resources of the church – time, money, people, opportunity – at hand. The folks of Lake Region Parish are willing to try new things, experiment in different aspects of community engagement and approach the work of bringing about the Kingdom with a sense of humor and a great deal of collective experience.

The challenges they face are ones that many of us are facing as well. Declining participation means less folks to do all the things that "used to happen". There is grief in what no longer is possible and in the loss of the sense of value that church once held for the wider public. Catastrophic flooding in one of the churches, a devastating fire in another and the ongoing maintenance of the third have given the church leadership pause to consider the role of the building in "church" over the last decade. And, to consider the role of legacy in the communities where the churches have been for the last many, many years.

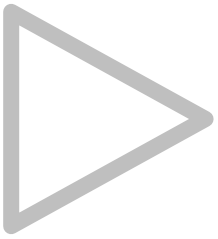
In this parish family, there is a shared value of prayer for and with one another, a shared willingness to work to make life better for all those who live here and a shared sense of responsibility and love for each other. There is room in their hearts for a new pastor for them to love and to love them in return. And plenty of room for the movement of the Spirit in these days! Thanks be to God!

I'd be happy to talk further about this family of faith if that is helpful. Please feel free to contact me at the email below or phone number above.

Peace,

A handwritten signature in blue ink that reads "Allyssa".

Rev. Allyssa May
vtrevam@hotmail.com



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Dear God,

We humbly ask for patience and your guidance in our search for a minister, one who is on his or her own journey, hopefully to find a small rural Parish in a beautiful location in the northeast kingdom of Vermont. We are an aging Parish but may you lead someone to us that would have the potential to help us to grow in number and in Christian love. Please lead this person to “knock” and lead us to “open the door”.

In Jesus name we pray,
Amen.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new ministers for our Parish, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our Parish. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*
Lake Region Parish Pastoral Relations Committee AKA Parish Pastoral Search Committee. Representatives from Barton United Church, Glover Community Church, and West Glover Congregational Church

Signed:  07 / 05 / 2024

Robert W. Townsend, Chairman Lake Region Parish Pastoral Search Committee
Name / Title / Date: June 30, 2024

Committee:

Thurmond Knight	Barton	David Young	West Glover
Judy Dunklee	Barton	Betsey Day	West Glover
Dorothy Hathaway	Barton	Shari Bent	Glover
Mark Wright	Barton	Sharon Townsend	Glover
Elaine Wright	Barton	Robert Townsend	Glover



6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

To the best of my knowledge, ministerial history information is complete.

To the best of my knowledge, available church financial information is presented thoroughly.

My signature below attests to the above three items.

Signature:   07 / 06 / 2024
Name / Title: Rev. Dr. Lynn Bujnak, Conference Minister
Email: lbujnak@vermontucc.org
Phone: 802-505-8727
Date: July 5, 2024

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22

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File name	LR Parish church-profile.pdf
Document ID	13ba586ba6381e9095f5be0396de811ccdd29594
Audit trail date format	MM / DD / YYYY
Status	● Signed

Document History



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07 / 05 / 2024

15:32:54 UTC-4

Sent for signature to Bob Townsend (btownsendglo@gmail.com) and Lynn Bujnak (lbujnak@vermontucc.org) from admin@vermontucc.org
IP: 162.125.63.34



VIEWED

07 / 05 / 2024

18:39:13 UTC-4

Viewed by Bob Townsend (btownsendglo@gmail.com)
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SIGNED

07 / 05 / 2024

18:44:16 UTC-4

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07 / 06 / 2024

17:50:55 UTC-4

Viewed by Lynn Bujnak (lbujnak@vermontucc.org)
IP: 71.234.175.69



SIGNED

07 / 06 / 2024

17:52:17 UTC-4

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IP: 71.234.175.69



COMPLETED

07 / 06 / 2024

17:52:17 UTC-4

The document has been completed.