

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Federated Church of Bristol
Bristol, Vermont

Pastor

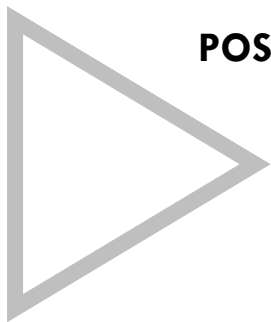
United Church of Christ

[January 21, 2025]

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

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WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Federated Church of Bristol

Street address: 37 North Street, Bristol, Vermont

Supplemental web links: Bristol Federated Church

Additional ecumenical affiliations:

Federation: United Church of Christ and United Methodist Church

Conference: UCC: Vermont Conference; UMC: New England Annual Conference, Green Mountain District

Association: Vermont Conference UCC, 36 North Main Street, Randolph, VT 05060

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Vermont Conference phone: 802-505-8727

Paul Sangree, Associate Conference Minister: psangree@vermontucc.org

Jackie Lingelbach, Ministries Coordinator: jlingelbach@vermontucc.org

Summary Ministry Description:

Who we are:

We are a welcoming church, opening our doors to all and greeting visitors. We are an Open and Affirming church, with several of our members having connections to the LGBTQ+ community. We are a love-filled church family that enjoys spending time together. We support each other in times need, such as providing meals, sending cards, visiting or reaching out with a phone call. We enjoy gathering for soup suppers, pie sales (including July 4th on the park), ladies gift exchanges which are open to the community (such as spring garden themes or ornaments near Christmas), and include fun, laughter and games. Our Christmas bazaar is festive and fun with many hands helping. We enjoy supporting five-town community-wide Messy Church events and Children's Sundays for kids of all ages. We've had a very active choir previously, and look forward to more musical involvement in the future.

What we're looking for:

The Bristol Federated Church is strong on caring and doing, but needs leadership with heart and spirit. We are looking for increased community outreach and membership/participation in services and supporting activities, along with new ideas for increasing funding. A pastor that will become involved and make connections with our community members, offering support during times of need, is important.

Photographs:

Church exterior:



Parsonage exterior:



Church interior towards alter:



Church interior towards back window:



Church July 4th pie sale on the park:



Porch Conversation evening:



Soup & Slides evening in Ed Wing:



Hanging our Pride Flag:



Messy Church activity in League Room:



Halloween open house:



What we value about living in our area:

Bristol is a pedestrian-friendly town that has retained its historic charm while still offering all the modern essentials. It's nestled between the base of the Green Mountains and Lake Champlain, surrounded by a multitude of recreational activities. You will see people out and about – walking, riding bicycles, etc. throughout the year, with the Park/Town Green being the center of activities. Bristol also offers several community events, and serves as the hub of the surrounding “five-town” area.

Furthermore, Bristol has a record of being a supportive community in many ways. Most recently, the townspeople showed a high level of involvement and commitment to supporting our school system through budgetary challenges.

We encourage you to explore our town using the URL links below:

[Discover Bristol, Vermont: A Charming Town in the Green Mountains \(vermonter.com\)](http://vermonter.com)

[Summer Lovin' in Bristol, VT! \(youtube.com\)](https://www.youtube.com)

Super Senior (and church member) Joe Devall:

[Super Senior: Joe Devall \(wcax.com\)](http://wcax.com)

Current size of membership:

91 members (63 UMC, 28 UCC)

Languages used in ministry: English only

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

Compensation Level:

½ Time

We recognize that the scope of desired work contained within this document is more than what is reasonable for a ½-time pastor. This document is our “wish list” but we expect the Pastor to work with the leadership team to prioritize work given what's achievable. One of our areas of focus is to grow our congregation. With more members, volunteer assistance could then make other work possible. Furthermore, if our growth leads to us being in a position to confidently fund additional hours, we are open to that possibility, depending upon the availability of the Pastor to add time.

Does the total support package meet conference compensation guidelines?

Our total package meets guidelines in terms of cash salary and benefits to be negotiated.

SCOPE OF WORK

Core Competencies:

- Leadership:
 - Leading all Sunday services (or participating in special services organized by others, such as our Children's Sundays discussed later and local ecumenical services), performing weddings/funerals, as well as presence at Church special functions is desired.
 - Currently the Pastor prepares and distributes (both via email distribution lists and postal mailings) a weekly newsletter to keep everyone informed of church happenings, which we hope to continue.
 - We also need someone energetic/enthusiastic to facilitate growing our congregation. Being able to connect with people and establish relationships is important.
 - Organizational skills and being detail-oriented are important (we did have a period of missing records).
- Community Involvement/Visibility:
 - We are seeking a leader with "heart and spirit" that can know our members and be involved/visible in our community in some capacity. A good sense of humor would be beneficial.
 - Some level of office hours where the pastor is available to members/friends in need is desired.
- Caring/Engaging:
 - We are hopeful that our new pastor will perform visitation of elderly/shut-in's and people in need, as well as be involved with youth in some way, keeping a variety of generations engaged.

COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*):

Approximately \$50,000-\$55,000, depending on qualifications and negotiations (\$20-\$25,000 salary plus \$30,000 estimated value of parsonage housing).

Benefits:

Expected benefits include Social Security Offset, Pension, Term Life & Disability, Medical & Dental Insurance, to be negotiated.

What is the expected living situation for your next minister?

Our congregation maintains a parsonage next to the church. It is preferred that the pastor, and family as applicable, reside there. The congregation covers all utilities except cable.

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

As the parsonage is next door to the church, it is our hope that regular commuting will not be necessary. We hope that the pastor will make occasional home/hospital visits and attend necessary off-site meetings/events. We feel that someone that will reside within and be active in our community will be key to our growth as a congregation.

State any incentives:

N/A

Describe peer and professional supports available for ministers in your association/conference:

Bristol is part of a “five-town” area. Nearly all of the ministers in churches in this area have turned over since Covid. Our new pastor may reach out to any of these individuals as to what they have experienced or found helpful in their recent move to the area and position. There is a history of area pastors meeting and supporting one another. There have been ecumenical activities in the community.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister’s bi-vocational employment:

The church’s prior pastor was part-time, as is the current interim pastor, so the church is already used to this type of schedule.

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

We are looking for increased community outreach, especially as it relates to youth, and increased Christian education opportunities for both youth and adults through organizing training of a few individuals that could then take the lead on providing these programs. We need someone to assist with generation of new ideas for increasing membership/participation in our worship services and supporting activities, and new ideas for fundraising or increasing pledges/offering collections. Our active members lean heavily toward an older population, and supporting those individuals while mentoring the next generation of church participants will be important.

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

Creation of community outreach programs (Bible School, Youth Group) and continuation of Messy Church and Children's Sunday programs. Also, participation in the Five Town Partnership, which is a small organization of representatives from the surrounding towns that organize community support.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

Our congregation and community speak mainly English, and there should not be a need for a secondary language. As an Open and Affirming Church, it is important to us that our new pastor be supportive of accepting any and all persons.

Based on what you have learned about 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.

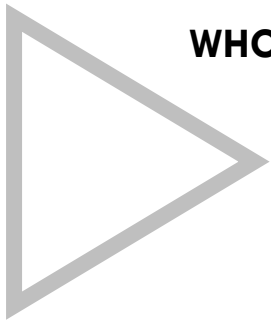
- Exhibiting a Spiritual Foundation & Ongoing Spiritual Practice
Leadership in worship and spiritual growth is essential. We are seeking someone who will actively connect with our members/friends, and help strengthen/develop their faith.
- Strengthening Inter- and Intra- Personal Assets
We value character and integrity, and respecting all people. Supporting our members in all stages has great importance (youth programs through elderly visitation). Connection between the pastor, our members/friends, and the greater community is desired.

- Nurturing UCC Identity

Although Federated, the church has functioned for all intents and purposes as a Methodist Church in the past. We are new to the calling of a UCC minister, and as such, need someone who can assist and support this transition.

- Caring For All Creation

Supporting not only our members and friends, but the community as a whole, during times of need is also of great importance. Our community has a history of coming together to meet needs that arise.



WHO IS GOD CALLING US 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?

Our congregation is very focused on continuing to extend an open welcome to ALL and serving the community through our children’s programs (see more about Children’s Sundays and Messy Church throughout this profile form). We would like to increase regular attendance at services and participation in the support activities of the church to reduce the burden on our leadership team and expand the diversity of our participants. We see becoming an Open and Affirming church is a step forward in that direction. We would like to see more youth participation as well, possibly bringing back a youth program of some type, as our current children’s programs are aimed at a younger age range.

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

Our community faces the same challenges as many others in terms of sufficient work and affordable housing in a time of rising costs, and an aging population struggling with the conflict of living on a fixed income while meeting the increasing tax burden needed to support our government, infrastructure and education systems. Prior to the state program providing free breakfast and lunch to all, our area had a rather high percent of students able to qualify for free or reduced lunch, indicating that food insecurity is an issue in our region. Our congregation has implemented two programs recently that are open to the community as a whole. Both programs offer a free meal to all attendees.

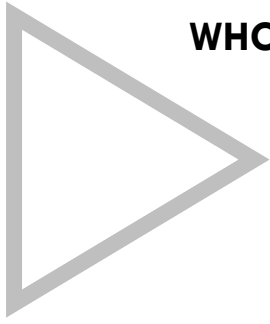
- Messy Church is offered once every quarter and promotes active learning for children as well as multi-generational interaction opportunities. Activities are planned around a Biblical theme and are run by adult volunteers. The necessary supplies are generally donated by volunteers. Children participate in the activities, under the instruction of the adults, and learn about the theme’s message through those hands-on activities. Everyone in attendance then gathers for dinner, also supplied/prepared by volunteers. Other area churches also participate in this event, though it is held at our location.
- Once a month during the school year, our service is a “Children’s Sunday” rather than a traditional sermon. During these services generally a puppet show, or similar

presentation, around a Bible story is used to teach children the lesson of the story in an engaging way. Breakfast is served prior to the service.

Both of these activities are well attended. Community members have been welcomed through our doors to participate, share a meal, and get to know one another. While the free meal is seen as a community service, the hope is to increase overall attendance/participation at church, as well as to share the word of God's love and grace to individuals who may not otherwise hear it.

Additionally, we open our church to the community on Halloween, offering candy, hot chocolate/cider, a warm room and restrooms to families that are walking around town. Our space is also made available for some community use, such as weekly Alcoholics Anonymous meetings, Easter Seals supervised family visitations, and occasional Red Cross blood drives.

Most importantly, we recently became an Open and Affirming Church and hung a Pride Flag above our front door. We want to be sure that members of our community understand that ALL are welcome at our church.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

Our Open and Affirming Statement:

“At the Federated Church of Bristol, we open our doors to ALL. As we embrace God's infinite love and grace in affirmation that each one of God's children is made in God's image and has equal worth, accepting all and including ALL of every race, gender, color, age, gender identity, sexual orientation/or expression, marital status, ethnicity, religious background, national origin and physical or mental status. We commit to opening our doors to each person to find peace and sanctuary to participate in worship, prayer, membership and the sacraments of baptism and marriage. As well as our commitment to being open to leadership in our church of every race, gender, color, age, gender identity, sexual orientation, or expression and marital status. We are committed to show God's unconditional love to everyone.”

From the By-laws:

Purpose:

“The Federated Church acknowledges that all are welcome and shall be eligible to attend services, receive sacraments, participate in programs, and be eligible for membership. No unit of the church shall be structured to exclude any person on the basis of race, color, national origin, status or economic condition, gender identity or sexual orientation. The purpose of the Church shall be the proclamation for the Gospel of Jesus Christ, the administration of the Sacraments of the Church, the spiritual growth of its congregation, Christian education of its youth and members, fellowship of its members and friends, and spread of the Gospel through the support for the mission and benevolent causes of the denominations with which it has affiliations. The mission of the Church is to welcome all, follow Jesus Christ together and live God's Word with compassionate service. The Church is an Open and Affirming congregation. We include all persons in our fellowship, embracing and celebrating our differences.”

Articles of Faith:

“The Church acknowledges as its sole head Jesus Christ, the Son of God, and the Savior of Man; 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.”

Describe several strengths or positive qualities of your congregation.

When people are asked what keeps them part of our church, overwhelmingly the reasons given are around feelings of welcome and acceptance. Our gatherings are often described as joyful. There is also reference of being a church family that is supportive of one another, especially in times of need. Our members are dedicated and work hard. The term “small but mighty” comes to mind when thinking of our active members and leadership.

Describe what worship is like when your congregation gathers.

Worship is based on scripture with examples and/or stories that help us relate the scripture’s message to our current lives. The current pastor moves around the altar area and uses the floor space between the altar and pews vs standing in place at the pulpit to speak (we use a wearable microphone system). The pastor also engages the congregation with thought-provoking questions or discussion, and helps our understanding by relating lessons to our everyday lives and interactions. Music is selected in coordination with the sermon’s theme. Our church uses a mix of traditional hymns and contemporary Christian music. We currently do not have a music director or pianist/organist, though we are exploring options for this. Currently, a laptop linked to our sound system is used to play videos of hymns that the congregation sings along to. Sometimes a member or friend provides live music, but not regularly. We have volunteers who stream our services so that people can attend via Zoom if they are unable to be present in person, and make recordings of the services are available on the website. Also, our congregation enjoys each other’s company and likes to have fun. We have coffee time both before and after services, and have Porch Conversation during the summer months where participants meet on the parsonage front porch in the evening once per week (recently the location has been a mix of the parsonage or a host’s home).

Describe the educational program/faith formation vision of your church.

One member of our leadership team offers various adult studies. Recent Bible studies have included Advent and Lent, which averaged between 5-7 attendees each, and Sexuality and the Bible, which over 15 people attended. Book studies are offered throughout the year. Typically a study book that has a leader guide and short 15-20 minute videos, sometimes including music videos, is selected. Sessions are held on Zoom (the leader does not live locally) and last for approximately an hour each. Recent studies of this type include: Witness at the Cross, Jesus in the Psalms, The Bible and Human Sexuality.

For children's education, we currently use the Messy Church and Childrens' Sunday programs previously described. Messy Church is held once per quarter, is ecumenical, and generally attended by 50-60 people, with a mix of generations. Childrens Sunday is held once each month during the school year (currently on the third Sunday), and is generally attended by approximately 15 children, with parents.

Previously, our church supported the area Young Life/Wyld Life program, through members donating funds and being involved in leadership. However, that organization recently updated its policies to exclude the LGBTQ+ community at the same time as our congregation was becoming an Open and Affirming Church. We have chosen a different path than this organization and would like to see other youth programs offered in the community and within our church.

Describe how your congregation is organized for ministry and mission.

Our leadership team meets once per month, and ad hoc committees meet as needed.

Members of the leadership team are voted on at the annual meeting, whereas the leadership team can select ad hoc committees and committee members as needed.

Announcements are made at the start of each service, as part of the weekly newsletter, and by email.

Emergencies can be declared by the leadership team when quicker action is necessary, and the process for this is defined in our By-Laws.

The church recently adopted new bylaws and has provided those as an attachment to this document.

An important matter to note is that although our congregation is federated, the church has operated previously for all intents and purposes as a Methodist Church. Our interim pastor is our first calling of a Congregational Minister. Along with that decision, the members will now have a more active role in decision-making than in the past, including approving officers, annual budgets, etc. at annual meetings, which is relatively new to us.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	67	
Number of active non-members:	24	
Total of church participants (sum of the numbers above):	91	

NOTE: The information requested below was not readily available from our records. We performed a survey of our members and friends during 2024, using our email listing, and making the form available in the Church for individuals to complete. We only had 28 respondents, which is not a large % of the participant population, and the data below is based on those survey results as % of respondents, assuming the results are representative of that larger population.

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	68%	See the note at the top of this section
Less than 10, more than 5 years:	0%	
Less than 5 years:	32%	

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>
									We did not request the respondents age in our survey questions. However, our numbers lean towards the 55+ side of this range.

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	4%	See the note at the top of this section
Joint household with minors:	4%	
Single adults age 35-65:	8%	
Joint household with no minors:	54%	
Single adults over 65:	29%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	11%	See the note at the top of this section
College:	57%	
Graduate School:	18%	
Specialty Training:	0%	
Other (please specify):	14%	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	36%	See the note at the top of this section
Adults who are retired:	61%	
Adults who are not fully employed:	3%	

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

Our survey results were wide-ranging. When trying to group similar occupations, here were some that had recurrences: Janitorial/Housekeeping, Education/Children's Programs, Finance/Business, Nursing, Engineering.

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?

Bristol is not a racially diverse town, and our congregation reflects that.* Our congregation leans heavily towards that senior age group, other than for Messy Church and Children’s Sundays. We would like to see added representation of other ages and increased attendance overall on a regular basis. Although we do not have statics around the LGBTQ+ community, we do have some representation of that group within our congregation, especially since becoming an Open and Affirming Church.

**According to the 2000 census (though outdated, 2020 data is not available online), the town is 98.42% White, 0.24% African American, 0.13% Native American, 0.4% Asian, and 0.81% other, with 0.5% of any race identifying as Hispanic or Latino. Approximately 11% of the population is age 65 or over.*

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

We have recently had several conversations around the desire across the members of the congregation to truly live up to the words “all are welcome here.” These discussions lead to the decision to become an Open and Affirming Church. While that addresses the LGBTQ+ community, we continue to search for other ways to invite everyone in. Our Messy Church and Children’s Sunday activities are part of that invitation to the wider community.

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>)
Adult Groups or Classes	10-12	Porch Conversation meetings during the Summer organized by Eva Mastalos
Baptisms (<i>number last year</i>)	None in 2023, but 5 recently	Pastor
Children's Groups or Classes	37 / 50-60	Childrens Sunday / Messy Church Organized by Kathleen Clark and/or Jessie-Ruth Corkins
Christmas Eve and Easter Worship	81 / 53	Pastor
Church-wide Meals	40	Easter breakfast, Soup and Slides (special occasion only) Organizer depends upon occasion
Choirs and Music Groups	None	We used to have a choir, but Covid presented difficulties and we lost our Music Director. Recently one of our members has played guitar and sung. Our members do enjoy the musical aspects of services. We are currently exploring options around finding an accompanist or someone willing to take on more of a director role including leading a choir.

Church-based Bible Study	5-15 per class	Mary Vantol
Communion (<i>served how often?</i>)	28-30	First Sunday of each month. Organized by the Pastor and leadership team. Elements are currently prepared by our Lay Leader.
Community Meals	37-60/meal	Messy Church & Children's Sunday as listed above for Childrens Groups above. Previously held May Buffet and Harvest Dinner events ended during Covid. There's a meal as part of our Christmas Bazaar, but it's a fundraising event vs being a community service.
Confirmation (<i>number confirmed last year</i>)	None	None currently
Drama or Dance Program	N/A	N/A
Funerals (<i>number last year</i>)	None in 2023	Pastor
Intergenerational Groups	See note	Messy Church / Children's Sundays, as reflected above
Outdoor Worship	None	We used to hold an outdoor Easter Sunrise Service, but this hasn't been done in some time. The last outdoor service was Christmas Eve on park when Covid made indoor worship unfeasible.
Prayer or Meditation Groups	None	None at this time
Public Advocacy Work	N/A	N/A
Retreats	N/A	N/A
Theology or Bible Programs in the Community	N/A	N/A
Weddings (<i>number last year</i>)	None in 2023	Pastor
Worship (time slot: _10:15 am)	30 on	Pastor (a volunteer assists with bulletins)

	average	
Worship (time slot: _____)		
Young Adult Groups or Classes	None	None at this time
Youth Groups or Classes	None	None at this time
Other	N/A	N/A

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)
Chris Heintz	3-Way	Church	Interim Pastor	N

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: N/A

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
None				

REFLECTION

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

Our congregation enjoys spending time together and being active in our community. We offer participation opportunities to the greater community regularly, though some have fallen away during Covid. However, given our aging membership, we are in need someone that can engage the next generation of leadership and lessen the burden on individuals currently doing more than their fair share of the work.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year). **The information below is based on 2023, and the 2024 budget attached. We will be updating all financial information to 2024/2025 once a 2025 budget has been passed by the congregation. Our annual meeting is scheduled in February.**

Source	Amount
Annual Offerings and Pledged Giving	\$65,659
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$10,613
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$150
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify):	\$
Other (specify):	\$
TOTAL	\$76,422

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

\$89,997 (2024 budget).

Please see the attached budget for 2024

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

Ministerial support is 42.8% of the 2024 budget

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*)

- ☒ Our Church's Wider Mission (OCWM – Basic Support)
- ☐ One Great Hour of Sharing
- ☐ Strengthen the Church
- ☐ Neighbors in Need
- ☐ Christmas Fund

The church has operated as Methodist for as long as the current members recall, and these collections are new to us. We did send some Mission funds during 2023.

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

The Leadership Team selected the amount based on what they felt could be reasonably paid.

What is the church's current indebtedness?

Total amount of loan debt: None

Reason for debt: N/A

Are capital and other payments current? All vendors are paid timely

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.

There is electrical work being done in the parsonage. Steeple repairs and a new front sign are being discussed, but no official projects for these are underway.

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

Year(s)	Purpose	Goal	Result	Impact
2018	Roof replacement	\$	\$27,492	Project cost \$36,561, but insurance covered \$27,032
2015	Education Wing renovation	\$	\$	We didn't have a separate campaign for this, but accomplished it from what was left from the handicapped bathroom fundraising, volunteer work/contributions, and unrestricted funds.
2013	Handicapped bathroom		\$4,280	The project cost \$3,449. The remaining funds were used for the Education Wing renovation in 2015.

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	None at this time, but needs are being discussed	\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

The roof replacement was a necessary repair, but the purpose behind the renovation of the education wing and the addition of a handicapped bathroom was to make the church space more accessible and usable by its members and the larger community. We opened the education wing rooms to create one larger space that can be used in a variety of ways.

Does your church have an endowment?

Yes

What is the market value of the assets?

As of 12/31/2023: \$143,195

Are funds drawn as needed, regularly, or under certain circumstances?

As needed or for special circumstances

What is the percentage rate of draw (last year, compared to 5 years ago)?

We have not drawn funds from this account since 2019.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

The last draw was in 2019 for \$7,000 and generally related to the pre-buy of fuel for the church and parsonage.

At the current rate of draw, how long might the endowment last?

We are not anticipating drawing funds from the endowment at this time.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings):

Trustee's Checking account for maintenance, property upkeep and capital projects.

As of 02/29/2024: \$27,060.

Investments (other than endowment):

None

Does your church have a parsonage?

Yes

Fair market rental value of the parsonage: approximately \$30,000/year

How is the parsonage used?

Presently used part-time by our interim pastor, but the previous pastor used it as the main residence for his family, and the preference is that our new pastor would also reside there.

Street / City / State / Zip: 37 North Street, Bristol, VT 05443

Finished square footage: Approximately 2,450

Number of Bedrooms, Number of Bathrooms:

5 upstairs bedrooms, 2.5 baths (one full upstairs, one full and one half downstairs)

Assessed real estate value: Unsure. The Church has an exclusion from property taxes, so is not assessed by the town, and no appraisal has been done Available for minister residence: Yes

Expected minister residence: Yes

Condition of structure, systems and appliances:

There has been work being done since the prior minister left which is still in progress. An update of the electrical wiring has been completed. The stove, dishwasher and refrigerator are relatively new, and the boiler was replaced in 2008.

Entity in the church responsible for review and needed repairs: Leadership Team

Describe all buildings owned by the church:

The church building is owned by the Methodist Conference.

There is some question as to whether the whether the Conference or the Congregation owns the parsonage (there is no deed).

Describe non-owned buildings or space used or rented by the church: N/A

Which spaces are accessible to wheelchairs?

There is a handicapped ramp to enter the main sanctuary and league room (fellowship space), as well as a handicapped bathroom. The education wing is accessible by a removable ramp on the side door, but can not be accessed directly from the sanctuary (individuals must exit the front door, go down the sidewalk, and re-enter from the side

door). The basement area is not handicapped accessible (kitchen and dining area). The pulpit is also not accessible as there are a few steps.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

Most recent major budget change: During 2017 we stopped sharing our minister with Monkton Friends Church. They had previously covered 25% of a full-time minister. There have been no major financial changes since then, but the previous pastor did reduce time and benefits over last few years, primarily due to pastor wanting to be involved in other opportunities/work and secondarily due to saving funds.

Budget process: Our Treasurer proposes a budget based on historical/past year spending, along with some forward-looking spending considerations for new planned activities. The budget is first presented and approved by the leadership team, and was then presented to the congregation for approval by member vote.

Recent initiative undertaken: Messy Church (as previously described). There's a separately tracked 'fund' for this (earmarked funds within the operating account). There are donations made specific to this program, and some spending for supplies, but the majority of what's needed is provided by donors purchasing the necessary items.

While the finances of our church may be tight, we have always found a way to meet our needs as they arise. This is evidenced by the fact that we have endowed funds that we have not drawn on in recent years, or plan to draw in the near future. We are good stewards of the offerings provided to us, making the most we can of every dollar.

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.

Becoming a Federated Church

The blending of two denominations into one body was done well before any of the current membership was involved, but has had lasting impacts on how the church has functioned.

Building the education wing

Providing a space beyond the main sanctuary has been impactful. Although initially done for creating a Sunday School space, this area has allowed us to hold other gatherings as well that invite the greater community through our doors.

Becoming an Open & Affirming Church

There was no shortage of discussion around this topic when first being considered. Ultimately, our congregation decided that it was important to formally state that we welcomed everyone.

Describe a specific change your church has managed in the recent past.

Becoming an Open & Affirming Church. As mentioned above, there was much discussion, and some disagreement, around this topic. We had some more conservative members that were leaning in a different direction than leadership and the majority of the congregation wanted to go. Leadership organized an education program involving multiple sessions, study of relevant biblical passages, and open discussion. While we did lose a few members, the remaining members strongly supported adopting our Open and Affirming Statement and becoming formally designated as such. Leadership managed the change through use of communication, education, and openness.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

Our methods of dealing with conflict are shifting as we move towards becoming more involved with the UCC and calling a UCC Pastor. In the past there were times where conversations turned argumentative and degrading. When there were disagreements or tensions between the pastor and leadership, the Pastor Relations Committee reached out to the Methodist Superintendent for guidance, as the Superintendent was the pastor’s boss, not our leadership/church. The Superintendent would then speak to both parties to resolve. Leadership has not felt that this was the most effective way of dealing with issues, but followed the guidelines provided. The pastor was committed to the Methodist

doctrine in place at the time, and therefore not in agreement with moving towards becoming Open and Affirming. However, these tensions were kept between the leadership team and the pastor, and did not involve the general congregation. With the move towards the UCC, our leadership and congregation now have a voice. Leadership has enjoyed having a direct relationship with the pastor around any issues that arise, and feel free to discuss them openly in a healthy manner. There is no longer concern about voicing opinions. The leadership team is open to hearing from the congregation, and the Pastoral Relations Committee is established by our By-Laws for this purpose.

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

Staff member's name	Years of service	UCC Standing (Y/N)
William Elwell	14 years	N
Charles Graham	19 years	N

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We prefer the direct relationship with our pastor that allows for open, respectful discussion over needing to go through a separate party. Our members, friends, and leaders are learning to express their views and opinions in providing direction for our future.

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

One Pastor was requested to leave – circumstances not known

One Pastor was terminated after an affair with a married parishioner

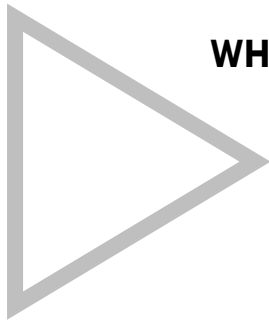
Neither of these are the ministerial staff listed above, so both incidents are long ago in our history.

Has your church been involved in a Situational Support Consultation?

No

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

No



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

Ways in which our Church participates in community outreach:

- Collection between Mother's Day and Father's Day to support The Women's Center.
- Mitten tree (collects hats, mittens, scarfs for donation to the Have-A-Heart Food Shelf).
- Coats for Warmth exchange (ecumenical with other area churches)
- Community meals provided as part of our Messy Church and Children's Sunday gatherings.
- Use of our space for Alcoholics Anonymous weekly meetings, Easter Seals supervised family visitations, and periodic Red Cross blood drives.
- Participation by members in the Crop Hunger Walk.
- Raising funds and packaging meals (in coordination with the Baptist Church) for Feed My Starving Children
- Children's coin collection for the John Graham Shelter

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

We have had active participation in meetings of the Addison Association of the Vermont Conference.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

It is worth mentioning that we are the only church in five-town area with pride flag displayed. It's a visible symbol of acceptance and welcome to all in our community. Furthermore, being new to UCC activities, we need guidance as to what these statements and designations represent.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

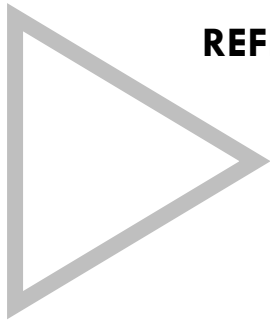
Multiple churches participate in Messy Church, coming together to provide the materials and volunteer instruction necessary to make each event a success.

Multiple churches participate in the Coats for Warmth coat exchange.

Baccalaureate ceremonies for the High School Senior class are ecumenical.

Good Friday services are held at the Baptist Church and are open to all.

Coordination with the Baptist Church to support the Feed My Starving Children program in terms of raising funds and providing volunteers to package meals.



REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Bruce Nason, Chief
Bristol Police Department
bruce.nason@vermont.gov

REFERENCE 2

David Wood, former Pastor of Lincoln United Church
Cell phone: 802-989-6030
Land Line: 802-453-7071

REFERENCE 3

Katie Male-Riordan, Library Director
Lawrence Memorial Library, Bristol
Library phone: 802-453-2366

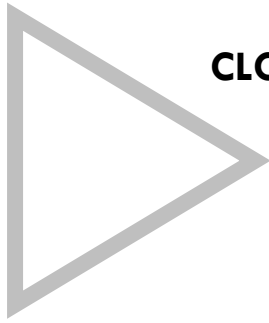
PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

Dear Heavenly Father,

We thank you for all you have provided for us. We pray for your guidance and discernment in the process of selecting our future pastor. We pray that the work the congregation and Pastor Search Committee has done will continue to be lifted up to You. We pray that the true fellowship, love, and spirit of the Bristol Federated Church (BFC) family will shine through our profile we present. May our future pastor see themselves open to the work the Lord is doing at BFC and be excited about the opportunities here. May their spiritual journey to get here be filled with trust in the Lord and provide an example to us at BFC the importance of following the Lord. May the Lord continue to use them where they are currently serving in their present ministry. May their family embrace the adventure of a new place to serve the Lord. May the Lord prepare their heart for what is known to the Lord and still a mystery to them. We pray that our selections will reflect Godly discernment. May we be sensitive to the direction the Lord is taking us as we look at potential candidates and make final recommendations to the congregation.

We ask these things in the name of Your Son, Jesus.

Amen.

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 minister for our church, 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 church. 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?

Pastoral Search Committee, Leadership Team

2. Additional comments for interpreting the profile:



Signed:

Name / Title Jennifer Lathrop

Date:

01 / 21 / 2025

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

Yes

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

Staff Comment:

Yes

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

Staff Comment:

Yes

My signature below attests to the above three items.

Signature:

Name / Title: Rev. Paul Sangree

Email: psangree@vermontucc.org

Phone:

Date:

01 / 21 / 2025



**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

Title	BFC local-church-profile - 01.21.25
File name	BFC local-church-profile - 01.21.25.pdf
Document ID	616c80079eca9b5bc81c16433cfa65946801ba0d
Audit trail date format	MM / DD / YYYY
Status	● Signed

Document History



SENT

01 / 21 / 2025
14:50:21 UTC-5

Sent for signature to Jennifer Lathrop (jlathrop@gmavt.net) and Paul Sangree (psangree@vermontucc.org) from admin@vermontucc.org
IP: 162.125.63.18



VIEWED

01 / 21 / 2025
15:01:42 UTC-5

Viewed by Jennifer Lathrop (jlathrop@gmavt.net)
IP: 107.77.225.183



SIGNED

01 / 21 / 2025
15:03:07 UTC-5

Signed by Jennifer Lathrop (jlathrop@gmavt.net)
IP: 107.77.225.183



VIEWED

01 / 21 / 2025
15:45:20 UTC-5

Viewed by Paul Sangree (psangree@vermontucc.org)
IP: 73.219.186.52



SIGNED

01 / 21 / 2025
15:47:33 UTC-5

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IP: 73.219.186.52



COMPLETED

01 / 21 / 2025
15:47:33 UTC-5

The document has been completed.