

Name of Church

Danville Congregational Church UCC

AddressPO Box 161
Danville, VT 05828**Conference:**

Vermont

Association:

Northeast

Title

Pastor

Start Date

Aug 9, 2024

Description

settled pastor

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<http://danville-ucc.org>

Type: Professional

Additional Formal Ecumenical Affiliations*No response***UCC Conference or Association Staff Contact Person****Name:**

Lynn Bujnak

Title:

Conference Minister

Phone:

(802) 505-3980

Email:

lbujnak@vermontucc.org

Summary Ministry Description

Thank you for looking at our profile. We encourage you to access our website, <http://danville-ucc.org>, for an overall sense of who we are as a congregation. We are looking for a minister to nurture our flock and extend our love to our community.

Church pictures



What we value about living in our area.

Danville is a hilltop community of 2,389 people in northeast VT, 40 miles from Canada and 15 miles from NH. Originally a farming community, Danville is home to people working in local businesses and schools, at several larger companies in St. Johnsbury, and remotely. This is an active, welcoming and caring community. The village Green hosts concerts, movie nights, farmers market, two annual fairs, and is home to the Pope Memorial Library, community center, town hall, and post office. Danville has 5 churches, a busy grocery store, gas station, several restaurants, health center, dentist, and bank. The Lamoille Valley Rail Trail runs along an old railroad bed for biking, walking, xc skiing, snowmobiling. Joe's Pond in W Danville and Burke Mountain and Stowe skiing resorts round out the recreational opportunities. Our high elevation provides beautiful views of the White Mtns of NH to the east and the Kittredge Hills and Green Mtns to the west. More cultural activities exist in St. Johnsbury, 8 miles, and in Burlington, an hour and 20 minutes. NE Vermont Regional Hospital is located in St. Johnsbury, Dartmouth Hitchcock Medical Center in Lebanon, NH, and Littleton Hospital in Littleton, NH. Dartmouth Coach bus services provide easy access to both Boston and NYC. Danville School has approximately 400 preK-12 students and Vermont State University-Lyndon is 25 minutes away. The median age is 57+ and the median household income is \$50,500. Danville is a quintessential, beautiful New England town.

Current size of membership

85

Average in person attendance

35

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Video Conferencing

On average, how many devices are logged in per service?

2

Video Hosting Platform

On average, how many views are received per service?

124

Languages used in ministry

English

Position Title

Pastor

Position Duration

Settled

Compensation Level

1/2 Time (approximately 20-22 hours/week)

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

🔗 [Download compensation guidelines](#)

Scope of Work

Some fields reference [The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ](#).

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the [Call Agreement Workbook](#).

🔗 [Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

Worship. We seek a pastor to provide Scripture-based sermons related to modern life, who is compassionate and engaging, who would make themselves visible in the community and be supportive of ecumenical opportunities, and who will challenge us to lead Christ-like lives.

Second:

Community visibility and outreach. We seek a pastor who will consider ways to make our church open to the needs of our community.

Third:

Caring for the church and community. We hope to call a pastor who understands the importance of outreach, scheduling time in their week to make phone calls and home visits to both the congregation and community members, especially to those in crisis. We understand that there is an ebb and flow -- in some weeks there will be less than 20 hours and some a little more.

Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	37152	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 37152			
Pension/Annuity	5201	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	2842	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	3400	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	710	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	800	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

The salary of \$37,152 includes a cash salary of \$20,640 and .4 of \$33,000, the value of supplied housing.

The expected living situation for our next minister.

We provide a large, comfortable parsonage, .2 miles from the church at 133 Brainerd Street and pay for all utilities and upkeep. Repainting and partial furnishing is planned for this spring.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

No response

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

Our priorities include worship, some essential community outreach, and care for the congregation. In the months now without a pastor, the congregation has continued the work of the church in providing mission outreach, Christian education, care of the church building and parsonage, care of congregants in crisis, and arranging for pulpit supply. We realize that we will need to work with a half-time pastor to accommodate their possible other vocation. We are also aware that there are other half-time pastor openings in the area. We look forward to working with our new pastor as strong help mates.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Reimbursement for use of personal vehicle.
Conference and/or Association meeting registrations
Other meeting registrations (or educational requirement registrations).
Criminal background checks.

Peer and professional supports available for ministers in our association/conferences.

There are a variety of UCC VT conference sponsored clergy support opportunities, including a weekly Zoom for all clergy. New clergy are provided a mentor by the conference.

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

- Exhibiting a spiritual foundation
- Nurturing UCC identity
- Building transformational leadership skills
- Engaging sacred stories and traditions
- Caring for all creation
- Working together for justice and mercy
- Strengthening inter- and intra-personal assets

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

We look to our pastor to be living a Christian life in the community and to be supportive of our members' involvement with the social ministries, e.g., Open Door food shelf and senior meals.

Our Missions committee will need some guidance in choosing and disseminating our large mission outreach.

Our Christian Education committee was planning a panel discussion open to the community regarding White Supremacy, with an eye to becoming an Anti White Supremacy church, but postponed the program when our pastor left. Some guidance will be necessary to get the program running.

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

This area of Vermont is known as the Northeast Kingdom and historically has had French Canadian influences. Our church uses English. Our congregation is diverse in that we are both native Vermonters and newcomers, long-time Congregationalists and recent converts, rich and poor, conservative and progressive, and yet we work and play together in harmony.

Despite the challenges of living in northeast Vermont (possible isolation, long winters, for example), Danville is a warm and very inviting community that encourages newcomers to be full participants in community life.

Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.

- Spiritual foundation. We seek always to base our intentions and actions on the teachings of Jesus Christ.
- Leadership skills. Our pastor should be prepared to challenge us to be more Christlike.
- Environmentalism. We are committed to acting for the stewardship of God's creation.
- Justice and mercy. Our pastor should show courage in the struggle for justice and peace.

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 God is calling us to become as a congregation.

We believe that God is calling us to live out the teachings of Jesus Christ, to set an example in our community -- to be loving, compassionate, social justice seeking, and embracing diversity. To that end, we practice extravagant welcome both within the church and in the wider community.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

We administer a weekend food program for Danville School, providing backpacked foods for 10+ students identified by the school nurse. We organize and host a free community supper once a month that attracts the wider community, with different community organizations taking responsibility for each month (free will donations support the backpack program and the Open Door food shelf in town). We have recently begun providing a dinner for 20 guests each month at the St. Johnsbury Homeless Shelter. We are eager to work on a strategic plan to expand our societal impact with our next pastor.

Congregation Reflections

We would describe our congregation's life of faith as...

Our bylaws state: "The avowed purpose of this church shall be to worship God, to preach the gospel of Jesus Christ, and to celebrate the sacraments; to realize Christian fellowship and unity within this church and the Church Universal; to take seriously its educational mission; to render loving service toward all people; and to strive for righteousness, justice, and peace. . . . It affirms the responsibility of the Church in each generation to make this faith its own." Our purpose remains therefore to welcome all, no matter who or where they are, as our family in faith. Our God is loving and forgiving, and it is our responsibility to live as Christ taught us. Our interactions in fellowship with each other and the greater community reflect the presence of the Holy Spirit within us.

Strengths or positive qualities of our congregation.

Our church family embodies experience, gathered wisdom, and compassion for others. We enthusiastically welcome and are extravagantly generous in our reception of visitors, young and old, whether to fellowship after services, serving of funeral luncheons to ease the burdens of the grieving, or welcoming refreshments for program presenters. We see ourselves as warm, fun, and welcoming.

A growing edge for our congregation and what we plan to strengthen as a congregation

We recently have had some young adult participation and are eager to find ways to support them and integrate them into the congregation.

We are planning a lecture series this spring with discussion open to the public concerning Politics and the Church.

We are anxious to add a White Supremacy Free panel discussion group in the future with pastoral guidance. We would also like to offer some learning opportunities about other religions.

What worship is like when our congregation gathers.

We have a beautiful sanctuary, with many large breathtaking stained glass windows casting their glow upon us. The dedication of this building was celebrated on September 2, 1897. The sanctuary was soon outfitted with a state-of-the-art Tracker organ built by H. Hall & Company of New Haven, Connecticut. This magnificent organ was graciously bequeathed to the church and is a vital part of worship and community service to this day -- our recent capital campaign set aside funds for its perpetual care. Our Director of Music provides both organ and piano music and we have a small, dedicated choir, with occasional guest musicians. We provide a Zoom link to each service and the recorded service is also sent via email in the midweek mailing. Communion is served on the first Sunday of the month. We generally follow the recommended liturgy and enjoy sermons illustrating the application of God's Word to our daily lives.

The educational program/faith formation vision of our church.

Our Christian Education committee works to provide opportunities for the congregation to grow in faith. We have been showing episodes of the video series The Chosen after church fellowship, and we have completed Season Four. The new season will be out in September and we will continue showing it then.

We are working on putting together a 3-part speaker series on "How to Integrate Faith and Politics ... Or Not." The church Council has given approval and we look forward to the series beginning in April 2025.

This summer will be our turn to host the ecumenical Vacation Bible School. The committee is gathering information, resources, and the needed people to have a successful VBS this June.

Before our pastor left, the committee was beginning to study racism, with a goal of becoming a White Supremacy Free Church. Without pastoral guidance, we felt this too large a task but would like to address this goal again with a new pastor.

How our congregation is organized for ministry and mission.

Our polity is based on several committees that report monthly to the Church Council. For example, we have a very strong Mission Interpretation committee that works with an annual budget, supplemented by fundraising efforts and an amount set aside in our Capital Campaign for mission outreach. Please see a full list of the committee's outreach in the section of this profile entitled, Community Vision. In addition, our budget includes line items for Our Church's Wider Mission, per capita dues, a well-used Deacons Fund, fellowship, and Christian Services (funeral luncheons, etc.).

When it comes to decision-making, 8 hours are spent in meetings per month.**Is the pastor expected to attend all church meetings?**

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

During a very cold week in January of this year the furnace malfunctioned on Sunday morning. Emails were sent among the sexton, Council members, and Deacons, and the service was cancelled: phone calls were made by Deacons to the guest minister, the music director, and regular attendees; and the sexton and Council chair were stationed at the church doors to let guests know. Although it took most of the week to obtain necessary replacement parts and get the heat running, the administrative assistants kept the office going, including preparation for the coming Sunday, and the sexton and plumber were able to keep the church pipes intact.

During this recent time without a pastor when a funeral was needed to be provided at church, the Deacons, the family, the music director, and the Christian Services Committee worked together with a guest minister to offer a service of celebration and a reception.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[BYLAWS.pdf](#)

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

No response

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	50
NUMBER OF ACTIVE NON-MEMBERS:	10
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	60

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	85%
LESS THAN 10, MORE THAN 5 YEARS:	10%
LESS THAN 5 YEARS:	5%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	1
12-17	0
18-24	5
25-34	0
35-44	0
45-54	6
55-64	14
65-74	24
75+	10

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	5%
HOUSEHOLDS WITH MINORS:	5%
SINGLE ADULTS AGE 35-65:	5%
JOINT HOUSEHOLDS WITH NO MINORS:	45%
SINGLE ADULTS OVER 65:	40%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	20%
COLLEGE:	50%
GRADUATE SCHOOL:	20%
SPECIALTY TRAINING:	10%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	30%
ADULTS WHO ARE RETIRED:	50%
ADULTS WHO ARE NOT FULLY EMPLOYED:	20%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

We have a wide range of professional, trade, and business occupations -- teachers, farmers, lawyers, health care providers, administrative assistants, musicians, legislators, and retirees, etc.

The mix of ethnic heritages in our congregation, and the overall racial make-up.

Vermont is primarily Caucasian, which is reflected in our congregation.

What diversity means in our context?

Although a predominantly white congregation, we espouse diversity (racial, class, and ethnic) and are an Open and Affirming congregation (ONA). We have several much-loved LGBTQ members and relatives of members. Our building is completely handicapped accessible, including a lift, hearing devices, safety railings, and large print bulletins and hymnals.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

Yes

Comment after the exercise:

The Danville Congregational Church UCC voted to become an Open and Affirming Church on January 13, 2002. We welcome persons of all sexual orientation, gender identity, and gender expressions. All are welcome in the full life, ministry, and sacraments of our church.

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	8	Christian Education Committee and pastor
Baptisms (number last year)	1	Pastor and Deacons
Christmas Eve and Easter Worship	80	Pastor, Deacons, Music Director
Church-wide Meals	70	Mission committee, Fundraising Committee
Choirs and Music Groups	8	Music Director
Church-based Bible Study	8	Christian Education and Pastor
Communion (served how often?)	35	Pastors and Deacons (monthly)
Community Meals	70	Missions committee
Funerals (number last year)	2	Pastor, Music Director, family
Outdoor Worship	1	Pastor, Deacons, Music Director
Prayer or Meditation Groups	2	prayer group
Worship (digital / online / livestream)	1	Pastor and Deacons

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10 AM	35	Pastor, Deacons, administrative assistants

Additional comments:

For the past year the Deacons have been in charge of finding worship leaders and planning worship, but historically this is a function of the Pastor and the Music Director, with help from the administrative assistants.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Kim Larose	3	Craftsbury Congregational	licensed minister	<input type="checkbox"/>

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

In the past we've been richly blessed with retired spiritual leaders. They helped us in many ways, specifically in our journey to become Open and Affirming. Sadly they have all retired to warmer climates and/or passed away.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Administrative Assistant	Pastor	part	Council	5 years
Administrative Assistant	Pastor	part	Council	4 years
Custodian	Pastor	part	Buildings & Grounds committee	1 year
Director of Music	Pastor	part	Music Committee	6 months
Treasurer	Pastor	part	Council	41 years
Assistant Treasurer	Pastor	part	Council	2 years

Reflection: What this information reflect about our congregation's overall ministry:

We seek to fulfill the needs of our congregation with qualified, willing employees, directly overseen by the Pastor or Council with support and supervision from congregants.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	70000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	27400
Fundraising Events	11000
Gifts Designated for a Specific Purpose	27500
Rentals of Church Building	400
other donations	1000
Total	137300

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

105000

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

[Download church budget](#)

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

No response

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

In what way is OCWM (Basic Support) gathered?

It is a line item in the budget approved by the members at Annual Meeting.

If calculated as a percentage of operating budget, this is the percentage?

4

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

Extensive building programs have been completed. The capital campaign raised over \$300,000, primarily for capital improvements (plus mission outreach and long-term organ maintenance). We included extensive steeple repair, new handicapped access bathrooms, new flooring through the church sanctuary and fellowship hall, repairs to windows and brickwork, repainting, new pew cushions, etc. The church building is in excellent condition.

Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2014	building restoration, missions	300000	391573	restored building, 6000 in mission donations
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

Two Costa Rican mission trips
Money was set aside for the missions Committee to distribute to local and global missions

Does your church have an endowment?

Yes

What is the market value of the assets?

730000

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

regularly

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

4%

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

\$27,400

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

Indefinitely

Please comment on the above calculations or estimates:

No response

Other Assets

A large homey parsonage with 3-car garage, .2 miles from the church

Reserves (savings):

1500

Investments (other than endowment):

No response

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

2750

How is the parsonage used?

The parsonage must remain in use as such under the terms of the will by which we received it

Street

133 Brainerd Street

City

Danville

State

VT

Zip

5828

Finished square footage:

2500

Number of Bedrooms:

6

Number of Bathrooms:

2

Assessed real estate value:

300000

Available for minister residence?

Yes

Expected minister residence?

Yes

Condition of structure, systems and appliances

Very good

Entity in the church responsible for review and needed repairs

Buildings & Grounds Committee, Council

Parsonage pictures



Description of all buildings owned by the church:

The church building and parsonage.

Description of non-owned buildings or space used or rented by the church:

none

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Access to child care spaces for wheelchair users and people with other mobility aids
Listening devices in the sanctuary, or wireless technology to connect to hearing aids
Large print bulletins
Wheelchair access in bathrooms

Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

All spaces in the church building are wheelchair accessible.

Policies regarding financial practices of the church:

Treasurer is authorized to spend within the budget, overseen by the Council, and the various small bequested funds. The Trustees are responsible for the church portfolio.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

We are willing and eager to address the needs of our community and our anticipated pastor.

Historical Information

Significant happenings in the history of our church that have shaped the identity of our congregation.

Organized in 1792, our church has a rich history that can be read about on our website. Fire destroyed our original church building in 1896, and we rebuilt in 1897. We launched a successful capital campaign in 2014, raising over \$390,000, used to restore our beautiful building, upgrade accessibility, and for mission outreach in our community.

A specific change our church has managed in the recent past.

We lost a beloved Director of Music in 2023 but were very fortunate to hire an excellent replacement. Similarly, we are successfully managing a pastoral transition.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

We lost a few congregants in response to becoming Open and Affirming in 2002. Our response, after outreach and discussion, was a loving farewell. Our congregation then adopted a Behavioral Covenant in 2003, that states in part: "... We will be respectful of each other ... We will be accepting of each other ... We will be honest with each other ... We will be considerate of each other ... We ask God's blessing on the keeping of this Covenant, both inside our Congregation and in our encounters in the wider world." We take this Covenant seriously.

The most recent major conflict through which our church has navigated.

The Open and Affirming resolution created much discussion and some discord, long since resolved (see above). Before our pastor left, we were looking into becoming a White Supremacy Free congregation and look forward to pursuing this with pastoral guidance.

Ministerial History:

Name: Margaret E. Lewis

Years of service: 4

Name: John Paterson, Interim

Years of service: 1

UCC Standing

Name: Rona Tyndall

Years of service: 7

UCC Standing

Name: Roger Brown, Interim

Years of service: 2

UCC Standing

Name: James D. Llewellyn

Years of service: 4

UCC Standing

Name: Douglas Carter

Years of service: 18

UCC Standing

What our church has learned about itself and its relationship with people who provided ministerial leadership.

We are an adaptable and supportive congregation, eager to follow the example and teachings of Jesus Christ.

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

No

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

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

Monthly free community suppers; backpack program for food insecure students; 5 for 5 donor to UCC; Mother's Day Blanket Sunday; tool fundraiser on Father's Day; donations made for Our Vermont flood relief, Maui fire relief, school supplies to VT DCF; donations to the Open Door food shelf and Danville Senior Meal Site; Tree of Light Christmas gifts; donations for Ukraine relief, NE Kingdom Youth Services, Umbrella, Covenant House, Uppper Valley Habitat for Humanity, NE Kingdom Organizing, UCC Open and Affirming Coalition, Hunger Free Vermont, Carpenter's Boat Shop, David's House at DHMC, Doctors Without Borders, World Vision; monthly dinner provided to the St. Johnsbury Homeless Shelter.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

Our previous minister served on the VT Conference board. We usually send participants to the UCC VT Conference annual meeting and to the Northeast Association annual meeting.

How our church engages with the community organizing movements in our community.

Our previous minister served and several congregants now serve on many boards -- the senior meal site, the Open Door food shelf, the Morse scholarship fund, the local hospital, the St. Johnsbury Reparative Justice Center, and the St. Johnsbury Diversion Board.

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, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Open and Affirming (ONA).

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

We welcome LGBTQ+ guests and members, in our signage, our bulletins, and our hearts and actions.

We are concerned for the welfare of the undocumented farm working immigrants in our state and look for opportunities in this regard.

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

We enjoyed ecumenical holiday celebrations in our community for many years, but have been disappointed to see that falling off recently. We will be hosting the annual ecumenical Vacation Bible School this June.

How our mission statement compares to the actual time spent engaging in different activities.

"... proclaim the gospel to all humankind, exalting the worship of the one true God, and laboring for the progress of knowledge, the promotion of justice, the reign of peace, the realization of human brother and sisterhood, and all things which may help to establish the Kingdom of God upon earth . . ."

This remains the focus of our worship and committee meetings.

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

We are aware that shifting to a part-time ministry will affect our expectations going forward, but see the continuation of our presence and outreach in our community as vital.

The ARDA or MissionInsite Reflection

ARDA/MI File

No response

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

No response

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

Rural northeast Vermont is primarily white, with a wide range of income levels. Our church reflects this population.

How the demographics of the community are currently shaping ministry, or not.

We provide outreach to food insecure students and community members through the Open Door food shelf and backpack program. Our outreach extends far beyond our church doors, supporting unaffiliated families in times of need or celebration. Our Deacons Fund is available to anyone in need, often used for food, fuel oil, or other emergency assistance.

What we hear when we talk to community leaders and ask them what our church is known for.

Good food and fellowship, open and welcoming congregation. We take "extravagant welcome" seriously.

What new people in the church say when asked what got them involved.

Our extravagant welcome, our acceptance of all.

References



☒ Rev. Dr. George Peters

Completed: Monday, Mar 10, 2025

I served as Pastor & Teacher (1973-1982) and have had opportunities to supply the pulpit recently. I still miss Danville and the congregation.

Email Address: geo47peters@gmail.com

Personal: 401-438-8672

Reference Response

The Danville Congregational Church (UCC) was my first call as an ordained minister. It is a remarkable community of caring people who love their church and one another.

Danville is located in a part of the world that is absolutely beautiful. If you are looking for small-town living in a village where the church is a short walk away (but not right next door to the parsonage), then you will want to consider Danville as your next home.

The Church has a great record of being a good partner with its pastor. While fiscally conservative, it is generous with its resources, always ready to support the community's needs wherever possible. The current lay leadership is active and is ready for the right candidate to come along. The right candidate will be creative, enthusiastic, compassionate, a good preacher and a caring pastor. The church's sanctuary is inspiring — color scheme, layout, etc.



☒ Emily Wiggett

Completed: Wednesday, Mar 5, 2025

I joyfully served as the Music Director for the Danville Congregational Church (DCC) from 2015-2023.

Mobile Phone: 802-274-9815

Reference Response

In this role, I selected music for all services in collaboration with the pastor and musical participants. I was the organist and choir director as well. Our order of worship has included the following pieces of music, although the format has adapted over the years:

Prelude

Introit

Anthem

Offertory

Postlude

Hymns (2-3)

Gloria

Doxology

Prayer response

Benediction response

Our choir typically sang the special music, but sometimes we were delighted with musical offerings from members of the congregation and broader musical community. Sometimes this included students singing or playing instruments. Sometimes it was our "gospel" bluegrass-style band. Sometimes it was flute duets or vocal a cappella trios. We were very flexible with music, which made for a lovely and dynamic experience for all.

☒ Maggie Lewis

Completed: Monday, Mar 10, 2025

I was pastor of DCC from November 1992 through February 1996.

Business: 6037182164

Reference Response

I am delighted to complete a reference for Danville Congregational Church in Danville, Vermont.

My memories of my years at DCC are nothing but happy ones. These are GOOD people. They care about their faith, their town and each other. I have observed from afar their commitment to the LGBTQAI+ community and their fervent support of Ukraine.

They assist a local food pantry as part of their mission outreach and have a spirit of ecumenism.

The church building is in outstanding condition and, to my eye, will require no major repairs any time soon. They hired a new music director last year; she is talented and well liked. There appears to be competent staffing in the office.

This congregation is ready and eager for new pastoral leadership.

With great enthusiasm, I recommend DCC for your consideration. They deserve a pastor with vision to lead them into their next season.

Closing Prayer

A favorite hymn of our congregation, found in our hymnal, Hymns, Psalms, and Spiritual Songs, is #525, "Here I Am, Lord." It's our prayer that our Pastor will join with us in our quest to embody this spirit.

I, the Lord of sea and sky, I have heard My people cry,

All who dwell in deepest sin, My hand will save.

I who made the stars of night, I will make their darkness bright.

Who will bear My light to them? Whom shall I send?

Here I am, Lord. Is it I, Lord? I have heard You calling in the night.

I will go, Lord, if You lead me. I will hold Your people in my heart.

Statement of Consent

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.

Two outside-facilitated congregational meetings were held related to the discernment of pastoral needs. The Pastoral Search Committee, consisting of Cristal Brown, Stuart Corso, Penny Courchesne, Lynda Farrow, and Elaine Pacholek, then prepared the profile with the assistance of the Rev. Dr. Lynn Bujnak, Vermont Conference Minister, and the Rev. Marjorie MacNeill, Conference Search Consultant. The profile was then reviewed by the Deacons and the Church Council before submission.

2. Additional comments for interpreting the profile:

No response