



Keene Valley Congregational Church

A Welcoming Spiritual Community

Keene Valley Congregational Church Church Profile for Interim Ministry Full Time Position

1. *One paragraph description of who you are as a church.*

We trace our roots to the Congregational Church and are members of the United Church of Christ. In the UCC we greatly appreciate that we are free to govern ourselves, set our style of worship, be socially active, and provide education and fellowship opportunities as directed by our Congregation. We are guided in our work by God's spirit of love and compassion for all their children, and for the whole creation. We welcome people wherever they are on life's journey. A diverse church with individually distinctive spiritual backgrounds (Protestants, Catholics, Jewish, "nones"), we consider that diversity a strength as we join in worship and spiritual exploration and meet the needs of a world in tremendous need. Our active specific missions include:

- Our Open and Affirming designation shows that we welcome all who seek to widen our circle through our active participation in local Pride parades and National Coming Out Day; support of the Adirondack Diversity Initiative, and hosting marriages and naming ceremonies.
- Our Creation Justice Initiative designation commits us to thoughtfully engage in acts of compassion to heal the world, mitigate the effects of the environmental crisis, and advocate for justice on behalf of all Creation. We have followed through on projects following an energy audit, created a large pollinator garden and use only earth friendly supplies.
- Our hyper local Keene Food mission provides vouchers and counselling to local families in need, and
- Our acceptance and hearty support of incorporating the previous community group known as the Adirondack Friends of Refugees and Immigrants as a mission of our church.

We are a hybrid church (for seasonal residents who call our church their home church, and for those who can no longer attend in person), where congregants gather in our Zoom pews as well as in our sanctuary.

2. *One paragraph summary of the church's history.*

On the first Monday in June 1828, in the heart of the Adirondacks and home of the High Peaks, a group of residents met at the home of Thomas Dart in Keene Center to organize the first Congregational Society, to "promote the interests in religion." A constitution was drawn up and officers elected. A committee was also selected to oversee the building of a meeting house. For several years, services were held in the homes of various residents. During the Civil War, there is considerable data about meetings held in the "little red schoolhouse." This building is currently on the grounds of the Country Club in Keene Valley. On October 19, 1877, Sidney and Harriet Stone conveyed a parcel



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of property located where the current church is erected. Summer residents and local residents worked together to build a debt free church. Since then and under the leadership of our clergy and congregants, many speakers have spoken at our church, including Henry Sloane Coffin. On September 12, 1879, the building was erected. Many people remember the impact of Miss Frederica Mitchell, whose “wholehearted interest and concern for the Valley people endeared her to all.” Miss Mitchell was ordained at our Congregational Church in 1935. Today, we continue to grow as a church, aware of our place as a progressive Christian community in the heart of the very beautiful Adirondack Park.

3. **Statistical Summary:**

- Active Membership: 147
- Total Reported Membership: Estimated over 200
- Sunday Morning average attendance: 79 (Zoom, In Person, Recorded Views)
- Church School registrants: n/a
- Average Church School Attendance: 0-4 children in childcare
- Members serving on Boards and Committees (not including ad hoc committees or small groups):
 - Council (4 officers + 4 Members at Large=8)
 - Committees Participant Numbers
 - Buildings 3
 - Finance 7
 - Grounds 8
 - Annual Bazaar 5
 - Flower 4
 - Mission and Social Action 2
 - Music 2 (director and accompanist, not including choir or bell choir)
 - Worship 6
 - Retreat 5
 - Personnel 3
 - Delegates to Conference? 2
- Mission Giving, average over 5 years: 5% of budget is allocated to provide support for local community causes, generally granted near the holiday season. (Note: We have special fundraising drives for specific causes, e.g., Keene Food Mission (12/24): \$24,000, Welcome Corps Refugee Sponsorship (11/23): \$10,000).
- Results of the most recent stewardship campaign compared with previous year: For Fiscal Year 2024 (ending 12/31), we raised \$105,791. For Fiscal year 2023, our stewardship campaign raised \$117,161. We have a very strong donor base that provides much of our total revenues, offsetting expenses.



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4. Volunteer Ministries of the Church (including music, fellowship, service):

- Faith and Issues book group
- Meditation (meets every morning via Zoom)
- Pride planning group, active participation in parades in Saranac Lake and Plattsburgh (part of our ONA commitment)
- Chancel Music (Choir)
- Bell Choir
- Keene Food Mission - a KVCC Mission
- Adirondack Friends of Refugees and Immigrants - a KVCC mission
- Annual community wide Church Bazaar
- Garden Days (maintenance of our Pollinator Garden, church grounds)
- Building Maintenance/Repair Days
- Tuesday book group
- Special Retreats (hosted 2 retreats with external leaders/artists John Phillip Newell in 2023 and Padraig O'Tuama in 2024. Over 100 participants

5. Staff Members: (all part time)

Church Office Manager: Liz Jaques

Music Director: Rob Hastings

Accompanist: Lynn DeWalt

Zoom Administrator: Cedar Jones

6. Describe the mission and or purpose of your church (1 paragraph):

The mission of the Keene Valley Congregational Church, UCC is to welcome people wherever they are on life's journey, joining together in worship and spiritual exploration while striving lovingly to serve others with justice and compassion.

Our current minister, Pastor John Sampson, recently effectively summarized KVCC's purpose in this way: **We are here to give witness to and embody God's love in our world. The ways we do it, the challenges we face, the commitment of our community to this good work is found reflected [throughout the many ministries of our church]. In a world that can sometimes seem locked in shadow, the members and friends of our congregation pledge ourselves to shine the light of God's love, even when it is hard, even when the way forward might be uncertain.**

This is a statement of the times we are living in, the profound need for us to be a light while showing compassion to each other, our wider community, and a troubled world.

7. Describe the ongoing pastoral responsibilities of the interim pastor you are seeking (1 paragraph):

Responsibilities include worship and spiritual development: including Sunday morning worship services; special services (e.g., Ash Wednesday, Maundy Thursday, Good



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Friday, Easter, Christmas), weekly worship service at the Neighborhood House (a small, community-based assisted-living home in Keene Valley); in home/hospital visits; memorial services and weddings; pastoral support to the community via Zoom, telephone, in-person meetings, and email; community support, including administration of the Pastor's Discretionary Fund for emergency support for our members, friends, and neighbors; wider denomination support as Member of the local UCC Association; and active participation in monthly council meetings.

8. Describe what you are hoping to accomplish during the interim period. (1 paragraph)

Pastor John's departure will be difficult for many of us. We hope to continue our spiritual enrichment through worship, prayer, and meditation, while continuing our missions to meet the needs of our community. Successfully maintaining our strong financial position through congregant donations/pledges and stewardship of our endowment also remain important.

9. Describe how you hope your interim pastor will lead you through this time of transition (1 paragraph)

The interim pastor will guide us as we celebrate, integrate and have loss from Pastor John Sampson leaving our faith community. The interim will continue to support our mission to the congregation and wider community, and for that will be able to lean on the current KVCC leadership and well-defined structure.

10. Describe the compensation you are offering, including dollar amounts if possible. If less than full-time, specify the hours to be worked and whether this package includes benefits:

We believe in providing fair wages and benefits to anyone seeking to join us. Our generous benefits package is in accordance with New York Conference, United Church of Christ Clergy Compensation guidelines. We understand that this role is a temporary one where we need to adequately compensate for time away from family and time spent in our community.

\$70,000+ (cash salary and housing allowance). We follow the NY Conference Compensation Guidelines (on last page of this document), which provide minimum compensation correlated with years of experience.

Benefits include:

- Social Security Offset
- 14% annuity
- Health & Dental Insurance
- Life & Disability Insurance
- Continuing Education
- Professional Expenses



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Please direct inquiries and send a UCC Ministerial Profile, similar document from another denomination, or resume to:

Rev. Dr. Marjorie Purnine
Associate Conference Minister
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2025 Compensation Guidelines in Salary Schedule form NY Conference Page 1

| Years Experience | A | B | C | D | E |
|---------------------|--------|-------------------------------|--|--|--|
| | BA/BS | NYSOM M.Div 1-100 memb. | NYSOM M.Div 101-200 memb. M.Div + 24 cr. 1-100 memb. | M.Div 201-300 memb. M.Div + 24 cr. 101-200 memb. Doctorate* 1-100 memb. | M.Div 301-400 memb. M.Div + 24 cr. 201-300 memb. Doctorate* 101-200 memb. |
| 0 – 5 | 40,090 | 42,095 | 44,199 | 46,408 | 48,728 |
| 6 – 10 | 42,095 | 44,199 | 46,408 | 48,728 | 51,164 |
| 11 – 15 | 44,199 | 46,408 | 48,728 | 51,164 | 53,722 |
| 16 – 20 | 46,408 | 48,728 | 51,164 | 53,722 | 56,408 |
| 21 – 25 | 48,728 | 51,164 | 53,722 | 56,408 | 59,228 |
| 26 – 30 | 51,164 | 53,722 | 56,408 | 59,228 | 62,189 |
| 30 + | 53,722 | 56,408 | 59,228 | 62,189 | 65,298 |

“memb.” is an abbreviation for members.

“cr.” is an abbreviation for graduate-level credits.