

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

West Newbury Congregational Church
West Newbury, VT

Settled Minister

Windsor Orange Association

April 1, 2026

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

UNITED CHURCH
OF CHRIST



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: West Newbury Congregational Church

Street address: 207 Tyler Farm Rd, West Newbury, VT 05085

Supplemental web links:

<https://www.westnewburychurch.org/>

Conference: Vermont UCC

Association: Windsor Orange

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

Paul Sangree, Associate Conference Minister

psangree@vermontucc.org



Summary Ministry Description:

Our church has proven its strength and resiliency in recent years, taking in 18 new members in five years. We hope that our current energy will sustain us, and we hope that with the help of a new minister we can engage the community in new ways that will make our church more vital and inviting to those who so far have not become part of us. Our challenges reflect those of other small, rural congregations and include an aging population with associated attrition, fewer members able to engage in committee responsibilities, and the absence of young families. We are dedicated to the belief that the church is its people and want to extend our fellowship and faith to keep the church relevant to the wider community. Our church as a body recently approved a revised Covenant.

Our Covenant

Almighty God, we covenant with You and one another, to walk together in faith, love, and hope as revealed to us through scripture, prayer, worship, and nature.

As followers of Christ, we affirm and welcome everyone to be part of our church family as members, leaders, and full participants.

We welcome people of all races, nationalities, and ethnicities.

We welcome people of all gender identities and expressions, sexual orientations, marital statuses, and family configurations.

We welcome people of all ages, physical and mental abilities, and economic circumstances.

We welcome people of all ideological, political, and theological perspectives.

We commit ourselves to weaving justice, inclusivity, and equity into the fabric of our congregation and our communities. We recognize that when all people in our communities are living in their truest identities, with Your peace and justice upholding them, we are all lifted up, and You, God, are glorified.

We strive to use our time, talent, love, and influence to serve You and share Your love, peace, and justice. In the name of Jesus Christ, we strive to be good stewards of Your creation and compassionately support and strengthen one another wherever our paths may lead.



What we value about living in our area:

Newbury, West Newbury, and the surrounding area is more than a place - it's a way of living, of enjoying life fully. Our mountain views are as enchanting as they come, and there's many natural wonders, lakes, rivers, varied forests, and scenic country roads to be enjoyed. We love our community with its mix of long-time locals and more recent transplants and are all connected by our strong sense of place. Larger, more bustling towns are within a reasonable distance in all directions offering many cultural and culinary opportunities. Whether a native or a transplant, our own stories begin with a love of the places we live, and a passion for sharing that dream and our intimate knowledge with others. <https://tuckertownforest.org/>

Current size of membership: 62

Languages used in ministry (*other than English*): N/A

Position Title: Minister, West Newbury Congregational Church

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:

Three Quarter Time

Does the total support package meet conference compensation guidelines?
Yes, and its parts are negotiable to reflect the minister's needs.

1b. SCOPE OF WORK

The West Newbury Congregational Church is an inclusive community. It is one that takes God's love for the world seriously, that fosters a living faith, that sincerely cares for one another, and the larger community we serve beyond our walls. Love and kindness are the hallmarks of our common life. We are also a community that welcomes newcomers and seekers of all kinds on life's journey. We need a minister who is eager to work alongside us as we strive to be the community that Jesus Christ calls us to be. We need and respond to sermons which speak to our daily lives, as well as lifting us in the knowledge of God's presence in all things and in all people. We seek a minister who will teach us the truth of Holy Scripture while welcoming our doubts and questions, thus providing an environment for exploration and growth in our faith. We are seeking one who will be available and open to the pastoral needs of our congregation, especially all aspects of pastoral care, and being available for spiritual counseling as well. We hope for a thoughtful teacher who will restore our Christian Education program so that, together, we may know Christ better and be empowered to serve those who are vulnerable, rejected, overlooked, or marginalized in both our local community, and the wider world.

Core Competencies:

1. **Relational Warmth:** A cheerful and friendly demeanor, grounded in a good sense of humor, to foster an approachable and joyful church environment.
2. **Contextual Thoughtfulness:** An awareness of local and wider contemporary issues, ensuring ministry remains relevant and engaged with the modern world.
3. **Attentive Communication:** A gifted public speaker who balances articulate preaching with a commitment to active listening and understanding the congregation.

1c. COMPENSATION AND SUPPORT

Salary Basis & Benefits:

Salary plus benefits utilizing the conference recommended total package equaling \$80,000.

What is the expected living situation for your next minister:

Our parsonage can be available. This venerable building in a pastoral setting has been well maintained over time and was recently updated with a second bathroom.

Efforts have been made to make it more energy efficient.

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

Living in the community will be ideal, but we will certainly consider the needs of a minister applying for this position along with all other factors in this selection.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

None at this time.

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

This support is available.

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

N/A

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

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

- Support with appropriate pastoral care those in the congregation and community that are aging.
- Work to attract youth and young families
- Maintain and even grow both local and world-wide ministries in which we already engage.

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

Our church has always had a vision of helping others. We have ministries within our community including meal trains, veterans, food shelves, what we call the “Back Room”, and an emergency community support network. We also donate material items and funds to worthy initiatives at the local, national and international levels such as Help Kids India. We would expect the minister to support these and potentially other initiatives.

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

Experienced with the UCC Open and Affirming position because more and more of our members are from diverse backgrounds.

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.

In addition to the points made in the Manual on Ministry we wish to emphasize the following points as well:

1. WORKING TOGETHER FOR JUSTICE AND MERCY

- Open to sharing pulpit, collaborating
- Open to all cultures

2. STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Kind, compassionate, open and affirming
- Practice Humility
- A person that can be flexible to deal with the unexpected things that might come up, is able to communicate with technology and personally
- Loves this building, this location – understands this gift

3. CARING FOR ALL CREATION

- Caring for the greater world and the environment
- Loves nature

4. EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- Prioritizes the ministry of music
- Dedicated to the church community

2. 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)

1. Become a more community-oriented place

- No strings attached programs, projects, events, meals, game night
- Partner with Oxbow/Rivendell/BMU school systems to engage students in community service projects
- Expand leadership opportunities within the church and the community
- Find more ways to partner with the community, eg. West Newbury Hall
- Explore meals for all
- Expand our outreach through media

2. Become a beacon of hope

- Find out what people need/want and offer it
- Expand visitations by the minister and the deacons, set up system so nobody is overlooked
- Reach out in times of need: financially, meals, visits eg. Back Room, Missions Committee
- A strong presence and timely support for people in crisis

3. Become a spiritually growing place

- Expand our ministries – become more active, increase communication in and outside of our church
- Promote a safe place for all to have a relationship with God

Three experiments over the past year and results:

1. Sunday morning humor/quiz

- Brings people together, laughing and relaxing them
- Gives people something to say to others about our church that’s fun and easy to talk about
- Makes people think, stimulates awareness of the larger world
- Offers opportunities for people to contribute

2. Music ministry

- Encouraging community members that liked to sing to join the choir resulted in multiple new active memberships
- Inviting musicians in the community to perform during worship
- Adds to the joy and charm of the church

3. Live Stream of Worship Services (archived on website)

- As of Dec 2024 we are live streaming our services every week
- Keeps our church community connected no matter where they are

3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

We are a globally minded community that strives to make the world a kinder, more peaceful, and environmentally sustainable place, while keeping the needs of our own community at the forefront. We believe that God is love and that God happens between us as described in the Hebrew Scriptures, New Testament, and contemporary examples. The Holy Spirit comes to us through the fellowship of our congregation.

Describe several strengths or positive qualities of your congregation.

Our congregation lives out our Open and Affirming covenant by warmly welcoming all who walk through our door. We are community oriented, trying to attend to not only spiritual growth but needs and crises within our community. We have empathy and compassion for those in need and when circumstances require, we are quick to galvanize into action. For example, we organize meal trains for community members that are in need of support. A strong core of individuals come together for this work. We are thoughtful and excited to learn and grow. Being blessed with many musicians in our midst, we provide musical events that tap into the multitude of talents of our community. We love to laugh, and we enjoy being together. Communication is encouraged through a church email group, printed community and business directories, and live streaming of Sunday services.

Describe what worship is like when your congregation gathers.

- Worship takes place in the West Newbury Church, and at times we are joined by other congregations and visitors. The service begins with fellowship and community connection. Worship is based around interpretations of God's word in scripture and music, the relationships of those lessons to relevant events in the larger world, and the environment. Much time is spent learning about each other and the challenges we face.
- Good preaching can be described as welcoming, friendly and non-judgmental, but challenging congregants to examine themselves and be open minded. It is engaging and thought provoking, spiritual, caring, compassionate, and celebratory.
- Recent celebrations including baptisms, weddings, and funerals have been requested by community members that were not actively engaged with the church and have been graciously welcomed.

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

- We currently have only one youth (1-18) attending church on a regular basis. We do have examples of youth that have grown up in this church that have continued their journey of faith.
- Young people participate in our choir, and church scripture reading.

Describe how your congregation is organized for ministry and mission.

- Decisions are communicated by a combination of announcing from the pulpit, email distribution, website, and phone tree.
- For our ministry the cabinet and individual committees (deacons, mission, prudential, PPR, investment & stewardship, music, decorating, communications and trustees) meet as needed. When immediate action is required the standing committees respond.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]

Yes, annual reports and bylaws are available on request.

3b. 11-YEAR REPORT

(See Attached at end of profile)

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	30	Yes (62 total membership)
Number of active non-members:	4	Yes
Total of church participants (sum of the numbers above):	34	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	77%	
Less than 10, more than 5 years:	1%	
Less than 5 years:	22%	

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>
1	0	0	3	3	2	12	28	22	Yes, and variable

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5	
Households with minors:	1	
Single adults age 35-65:	4	
Joint households with no minors:	22	
Single adults over 65:	15	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	14%	Yes
College:	44%	Yes
Graduate School:	34%	
Specialty Training:		
Other (please specify):	8%	unknown/children

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	24%	yes
Adults who are retired:	59%	yes
Adults who are not fully employed:		

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

Working adults: administration, retail, professional services including trades, architect, ministerial, IT consultants, nurseryman, culinary, lister, teacher, financial planner, veterinarian, professor.

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?

Caucasian, European origin, Asian-American.

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

We became an Open and Affirming congregation approved by the UCC Open and Affirming Coalition on March 24th, 2024.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	25, 8-12	PPR, Women's Fellowship
Baptisms (<i>number last year</i>)	40	minister
Children's Groups or Classes		
Christmas Eve and Easter Worship	70	minister, music committee
Church-wide Meals		
Choirs and Music Groups	10 - 60	music committee, lay leaders, members, guest musicians.
Church-based Bible Study		
Communion (<i>served how often?</i>)	Monthly 30	Minister and the deacons
Community Meals		
Confirmation (<i>number confirmed last year</i>)		
Drama or Dance Program		
Funerals (<i>number last year</i>)	1-3	Minister and families
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		

Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	1	Justice of the Peace and family
Worship (time slot: 10:45 -12:00)	25	Minister, music committee, worship program coordinator, and deacons.
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

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)

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:

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Music Director		part time	Judy Vaughan	many years

REFLECTION

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

The existing committees are active and they and the congregation are preparing for a new minister.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$62,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$18,000
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$0
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$15,100

Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$0
Transfers from Special Accounts	\$0
Other (specify): Memorial donations	\$1,000
Other (specify): Dividend from outside account	\$3,200
TOTAL	\$99,300

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

Treasurer’s Report for Year 2025
 With Notes for 2026 Budget

The financial report contains the church’s budget and actual income and expenses for 2025 as well as the proposed budget for 2026 that was prepared by the Prudential Committee.

As you can see from the report, our income was strong again in 2025. Thanks to a very generous membership as well as visitors, our church remains financially strong and vibrant.

While our income exceeded our expenses, it’s a slightly more complicated picture. We voted in 2025 to take 4% of our US Trust Endowment fund each year to support our budget. In 2025, we took \$17,000 for that year in February (after the Annual Meeting) and \$18,000 in December for 2026. As a result, the income from US Trust shows \$35,000 in 2025. The reality is that we have not yet needed this extra income, which means that we have been able to build up a cash reserve, currently held at Charles Schwab. This is a wonderful development for our church because it means we have extra cash on hand if we have unanticipated expenses or if we want it to support an expanded ministry.

The details of the money at Charles Schwab, as well as the church’s other investment accounts can be found in the Investment Committee report.

Income to the church this year also came from memorial donations. Contributions to the church were given in memory of the following people:

- Barbara Thorton
- Roger Brickner
- David Pruitt
- Les Batten

We also received income from renting the parsonage as well as income from the dividends paid to the Tyler Fund at Fidelity.

In addition to regular contributions to the church, the congregation contributed to the following:

- The Wells River Food Shelf - \$521 from our Christmas Eve offering.
- The Newbury Food Shelf - \$521 from our Christmas Eve offering.

In 2025, the church voted to significantly increase the amount that we give away. Our Mission budget was increased to \$5,000. While not yet an officially established committee, there were multiple meetings during the year, and the money was disbursed (see the report from the Missions Committee). In addition, an anonymous donor contributed an additional \$3,250 toward our Mission work. This raised our Mission budget to \$8,250. The money was allocated in the following way:

- Atkinson Residence \$1,500
- Bradford Food Shelf * \$1,500
- Bradford Teen Center * \$250
- Capstone Fuel Your Neighbors \$450
- Edward Matuvhunye and Family \$450
- Girls Leap! \$450
- The Haven \$450
- Help Kids India \$550
- Migrant Justice \$450
- Neighbors in Need \$450
- Orange East Senior Center \$100
- Partners in Health \$450

*The church has contributed generously to help provide meals to the Veterans living in Bradford. We paid for one meal per month prepared by the generous folks at The Colatina Exit (as a reminder, the Colatina charges \$125/month for this meal but asks us to give the money to the Bradford Food Shelf or The Bradford Teen Center instead). In addition, a few dedicated members of our church prepare other meals and deliver them to the Veteran's home. It is the church's practice to reimburse for food prepared by our members. In 2025, \$1,425.24 was reimbursed for meals made by members and for take-out containers.

Other items to note:

- The Hall pays 40% of the Building Insurance bill. The amount reflected in the budget is for the church and the parsonage.
- The Hall pays 25% of the Mowing bill.
- The Buildings and Maintenance line item includes the cost of the new Parsonage bathroom.
- The Parsonage tenant pays the church for the electricity that is used. This is more than Green Mountain Power charges because of our solar credits. As a result, we have income from the parsonage electricity which goes toward offsetting the cost of our solar panels.
- Ronald Vaughan died in 2021 and \$1,425 was given to the church, for the music fund, in his name. That money has not been spent and is still held as cash in the checking account. \$269.67 was spent in 2024 for a new piano bench. \$1,155.33 remains in the fund in the checking account.
- The balance in the Organ Fund checking account is \$2,559.63

As I do every year, I cannot say enough about how important the support and help from Chris Wilson and Barb Martin is to the success of this job. They are dedicated to the church, the process, and the members. Please join me in thanking them for their work. I literally could not do this job without them.

Thank you to all who continue to support this church. It is a pleasure and an honor to work together for the sustainability and growth of our church.

Respectfully submitted,

Susan Goodell, Treasurer

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

Pastor's salary is about 65% of our 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

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

It is a set dollar amount (\$1,000). We also support many local organizations and have allocated \$5,000 to the Mission portion of our budget.

What is the church’s current indebtedness? \$0

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

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. N/A

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

Year(s)	Purpose	Goal	Result	Impact
2019-2021	Solar power for church building, replace church and parsonage roof, weatherize parsonage, increase endowment	\$150K	\$76,500	Although we did not reach our goal we knew it was lofty. We accomplished everything we wanted to except adding to our endowment. We were very pleased with the outcome.
		\$	\$	

Does your church have an endowment? Yes

What is the market value of the assets? \$426,000 (12/31/2025 value)

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

Funds are taken according to a spending plan of 4% per year.

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

We take 4% out on an annual basis. Five years ago, we were taking 4% - 10% per year, as needed, not according to a spending plan.

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

Two years ago, we established a spending plan and agreed to withdraw 4% of the endowment per year. These funds are used to support our budget.

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

Indefinitely. Our endowment is invested in a diversified portfolio that is positioned for growth, while also managing risk and the need for an annual cash withdrawal. The portfolio has grown significantly over the years while also being used to support our church in significant ways. It is overseen by our investment committee.

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ 150,000 (Some of which is designated for upkeep of our organ)

Investments (other than endowment): \$ None

Does your church have a parsonage?

Yes, see above.

Fair market rental value of the parsonage: \$2100.00 month, not including utilities

How is the parsonage used?

Currently it is rented

Street / City / State / Zip: Tyler Farm Road, West Newbury, VT 05085

Finished square footage: 3068

Number of Bedrooms, Number of Bathrooms:

4 BR with another on the first floor that can be used as an office. 2 Bathrooms
Assessed real estate value: \$134,200
Available for minister residence: Yes
Expected minister residence: TBD
Condition of structure, systems and appliances-
Very good with recent renovations and upgrades.
Entity in the church responsible for review and needed repairs- Trustees

Describe all buildings owned by the church:

Church (see website)

Parsonage

West Newbury Hall- owned by the church and available for church functions, but managed by an independent committee

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

The interior of the church is accessible; a ramp leads to the narthex and the 2 isles will permit wheelchairs in the worship space, but the choir space and the pulpit will not. The parsonage also has a ramp for access, though some spaces may be restricted, including the bathroom and all of the second floor. The Hall is currently not, except its first floor but plans are actively underway to make the entire Hall accessible.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

Our church is on stable financial ground. Two years ago, we conducted a pledge drive for the first time in about 20 years. The results were very positive and because of that, our budget is robust and our income covers our expenses, including supporting a three-quarters' time minister. We have expanded our financial support of missions. We have significant, well-managed savings that will support the church and its buildings indefinitely.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

- In 2017 our 15-year pastor left
- Survived COVID without discontinuing services.
- In 2023 we gained 13 new members
- In 2024 we welcomed 5 new members

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

See above

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 church has a forum where committee heads and officers can engage to resolve conflict. This has been a successful process.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Alden Launer	1987-1994	Y
Deborah Jeter	1994(interim)	Y
Tom Kinder	1994-1996	Y
Steven Seminario	1996-1998 (interim)	N
Donald Towle	1998-2004	Y
Cynthia Batten	2004-2019	Y
David Pruitt	2019-2023	Y
Jennifer Lund	2023- 1/2026	Y

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

We learned that some ministers may not be able to provide some of the things that the congregation needs. When that occurs, it is a catalyst for conversation and change. This has prompted committees within the church to be more engaged and communicative with the minister and the congregation.

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

Ask us

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?

We are not familiar with this review

4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

Our church has always had a vision of helping others. We have ministries within our community (veterans, meal train, food shelves, what we call the “Back Room”), and an emergency community support network. We would expect the minister to support these and potentially other initiatives.

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

Historically we have sent two delegates to the conference annual meeting.

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?

Not at this time

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

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Compares well.

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

Communities outside the church are also important. We expect that would be determined between the minister and the church.

4b. MISSION InSite

Comment on your congregation's MissionInSite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

We are not familiar with this report.

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

We are an older demographic than much of the area that surrounds us.

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

Unknown

What do you hear when you talk to community leaders and ask them what your church is known for?

It is a beacon of hope in our community whether they attend or not. Our local community would feel a loss if our church were to cease to be.

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

People often come because they were invited by a church member.

5. REFERENCES

REFERENCE 1

Stephen Ellis/Physical Therapists/Goffstown, NH

Phone: (603)345-5889/email: docnlisa@comcast.net/ Summer resident and parents were members

To Whom It May Concern:

My wife Lisa and I have attended worship services at the West Newbury Congregational Church for many years. We have a family camp on Halls Lake and consider this our summer church. My parents lived in West Newbury for the last 1/3 of their life and were members of the church.

During this time, we have grown to appreciate many attributes of this church. We feel the music ministry is extraordinary. We attend a much bigger church at home and are always amazed at the quality of the music in spite of the small congregation size. There is so much talent and it always has a powerful impact on us. Another attribute is that this faithful congregation is very generous with their time and resources. So many programs with so few people. Many hard workers doing work in Jesus' name. They are also very committed to the church and it's mission. It seems no one ever leaves unless they literally go home to Jesus.

One thing we would like to hear more of is preaching of the gospels and about salvation. We have heard it preached from a retired Pastor and twice from guests providing the sermon, but it hasn't been consistent.

We have had many special experiences in this church. In particular, when my mom died we called a member of the Diaconate, as the Pastor was out of town, to come to my mom's bedside to pray with us as she passed away. This community outreach helped us with this challenging time. Even though we aren't members, we were treated as family. Also, being summer people, the church always welcomes us home, remembering our names and making us feel welcome each summer.

It's a great community of believers and we look forward to this new leadership of the West Newbury Congregational Church.

Please feel free to contact us if we can be of further assistance with the Pastoral search.

Sincerely,

Stephen and Lisa Ellis

REFERENCE 2

Don Saliers/ Cannon Professor of Theology and Worship, Emeritus, Emory University, Church Music, served as national chaplain of the American Guild of Organists

Phone: (404)493-2370/email: dsalier@emory.edu

Long time substitute organists/ choir director at West Newbury Church

I have been associated with West Newbury Congregational Church for nearly fifty years, both as a part-time organist and choir director, and as a participant in some of the ministries. This is a remarkably resilient congregation of truly caring people. One of its great strengths is its significant role in the larger community of West Newbury and its environs. Even in difficult times, such as during COVID this congregation reaches out to its neighbors—members and non-members alike. The festivals, the church-related events at the Hall, and especially the annual Turkey Supper are truly all-community events. This is symbolized by the church phone/email directory which is really a directory of the larger community.

Even though the pastoral care has been hampered by illness of the pastor, members are especially good at looking after neighbors and maintaining a sense of identity for the community. Many members are engaged in larger ministries—for example the Tucker Mountain project, “Help Kids India”, local musicians, and a progressive sense of responsibility beyond West Newbury. More recently I have been quite impressed with new members—their talents, wide ranging experiences, and their dedication to the role of this church. Above all, the current active members are, simply put, very interesting human beings who care. I have been delighted to work with many who are deeply committed to the worship and to outreach possibilities.

An area for further exploration is to re-instate broadcasting the services (and other events where possible) to the larger community—especially to those who are physically unable to attend. The resources of the membership's interests in relating the church to issues that affect West Newbury and beyond can be cultivated more intentionally, especially now in this pastoral transition, I hope that attention can be given to making contact with younger families. This could lead to an educational role of the church (both a potential Sunday school and or adult study/fellowship innovations. The new pastor should have pastoral skills and strong interest in cultivating these possibilities.

There is something strong about the history of this congregation's fellowship. I and my family and I have been the beneficiaries of deep friendships and common concerns here over many years. The future pastor will want to learn about that remarkable history – with its international ties as well and seek to find ways to reinforce and to grow in spiritual depth. Substantive Preaching and teaching will be desired here and appreciated.

REFERENCE 3

Bradford Johnston/Retired Contractor/Bradford

email: bgjcc13@gmail.com/ frequent attendee over more than 30 years

I have attended the West Newbury Church occasionally for all of my 77 years of life. For the first 33 years, I was a summer resident with my family, and we attended regularly. My father was a Unitarian Universalist Minister in his career and religious congregations were important to him and to our family. I remember feeling very welcomed and enjoyed meeting the people of the town who came there. I saw quite a few Ministers come and go with John Marsh standing out in my memory. He was a very welcoming person. Recently Dave Pruitt stands high in my estimation. At town functions he was pleasant and cheerful. I enjoyed his Sunday services due to his relaxed and familiar presence. He often started with a joke, he would speak to attendees directly whether new or regular. He spoke of members of the community in a caring way to inform us of important events. His sermons that I heard, being there only occasionally, were focused, clear and inciteful. I am a member of a UU church in a neighboring town and have attended there more.

To me, ministry is about community, inclusion, and compassion. People are often shy and insular. A person who might gently encourage participation is good. The religious spectrum in our country is going through lots of change. Social media, films, novels, sports, schools, science, etc.; encourage people to use various ways to express their religious ideas. For me, the bottom line is personal connection and appreciation of the deeper needs of being alive. A minister's job is a challenging one these days.

The most significant experience was the two separate memorial services held after my Parents died. We had officiants of our choosing, which seemed accepted, and the members of the church attended and held a tea in the hall afterward with beverages and things to eat. The generosity and caring I felt then was overwhelming and deeply appreciated.

Bradford Johnston
186 Rogers Hill Rd.
Bradford, VT

6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Ephesians 3:20-21 (NRSV)

Now to God who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to God be glory in the church and in Christ Jesus to all generations, forever and ever.

Amen

6b. STATEMENT OF CONSENT

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

As the committee charged with the responsibility for identifying and recommending suitable new 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? (*for example, church council or consistory, transition team, etc.*)

The Ministerial Search Committee is made up of
Jeff Goodell, Walt Cottrell, Carolyn Marsh, and Laurie Williams.

The entire congregation contributed to the information found in this profile.

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

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

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

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Paul Sangree, Associate Conference Minister

Email: psangree@vermontucc.org

Phone: 508-838-0475

Date: 04/01/2026

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



United Church of Christ
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED
IN UCC YEARBOOKS

Church: 1760 - West Newbury Congregation Church UCC - West Newbury, VT

Assoc/Conf: Windsor-Orange in Vermont

Schedule: 0 - UCC Church

Year	Members	AVG Weekly Attendance	CHR ED / Faith Form	Confirmation	Confession	Transfer Or Reaffirm	Death Or Trans Out	Other Losses	Net Membs Adds-Removed
2015	67	36	15	0	0	0	0	0	0
2016	67	36	15	0	0	0	0	0	0
2017	67	36	15	0	0	0	0	0	0
2018	67	36	15	0	0	0	0	0	0
2019	67	27	0	0	0	0	0	0	0
2020	66	50	0	0	0	0	1	0	-1
2021	45	20	0	0	0	1	6	16	-21
2022	45	20	0	0	0	0	0	0	0
2023	45	20	0	0	0	0	0	0	0
2024	45	20	0	0	0	0	0	0	0

Year	Current Expenses	Capital Payments	Basic Support	Additional UCC Giving	Total OCWM	Other Support	Wider Mission	Basic Supp % Curr Local	Total Expend	Pledges And Offerings
2015	\$73,935.00	\$0.00	\$1500.00	\$383.00	\$1883.00	\$0.00	\$1883.00	2%	\$73935.00	\$0.00
2016	\$73,935.00	\$0.00	\$1600.00	\$425.00	\$2025.00	\$0.00	\$2025.00	2%	\$73935.00	\$0.00
2017	\$73,935.00	\$0.00	\$1600.00	\$595.00	\$2195.00	\$0.00	\$2195.00	2%	\$73935.00	\$0.00
2018	\$73,935.00	\$0.00	\$1600.00	\$929.00	\$2529.00	\$0.00	\$2529.00	2%	\$73935.00	\$0.00
2019	\$47,888.00	\$0.00	\$1000.00	\$601.00	\$1601.00	\$0.00	\$1601.00	2%	\$47988.00	\$36,216.00
2020	\$51,290.00	\$0.00	\$1000.00	\$2040.00	\$3040.00	\$700.00	\$3740.00	2%	\$53990.00	\$32,863.00
2021	\$67,487.00	\$1,322.00	\$1000.00	\$1000.00	\$2000.00	\$800.00	\$2800.00	1%	\$70609.00	\$32,901.00
2022	\$55,594.00	\$0.00	\$1309.00	\$200.00	\$1509.00	\$0.00	\$1509.00	2%	\$55794.00	\$42,819.00
2023	\$55,594.00	\$0.00	\$1331.00	\$0.00	\$1331.00	\$0.00	\$1331.00	2%	\$55594.00	\$0.00
2024	\$55,594.00	\$0.00	\$1000.00	\$0.00	\$1000.00	\$0.00	\$1000.00	2%	\$55594.00	\$0.00

% Change	Members	Avg Weekly Attendance	CHR ED/ Faith Form	Total Additions	Total Removals	CURR Local Expenses	Total OCWM	Total Expenditures
2020 - 2025	-31.82	-60.00	0	0	-100.00	8.39	-67.11	2.97
2015 - 2025	-32.84	-44.44	-100.00	0	0	-24.81	-46.89	-24.81

For more information about report data, please visit [Data-Hub-Church-Field-Guide.pdf](#)