

## 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

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Church name: Congregational Church of Westminster West

Street address: 44 Church Street, Westminster West

Supplemental web links: *westminsterwest.org*

Conference: Vermont Conference

Association: Windham Association

UCC Conference or Association Staff Contact Person:

The Rev. Lynn Bujnak,

[lbujnak@vermontucc.org](mailto:lbujnak@vermontucc.org)

36 N Main St, Randolph, VT 05060

Summary Ministry Description:

We see our church as becoming stronger and more dedicated to both its inward seeking and outward reaching. We aspire to be the center and the support for our small village community while reaching beyond Westminster West with our Jesus-led ministries of feeding our sheep and making peace. We seek to continue our practices of shared worship – celebration, faithful questioning, biblical literacy, applied faith, good fellowship and music ministry. These aspirations will benefit from the guidance and collaboration of a spiritual leader and mentor—one who facilitates and participates in our spiritual direction and helps us with our outreach to each other and to the community. The pastor we seek will be a storyteller, working with the stories of our faith and our lives; a catalyst, strengthening our strengths and empowering us to fulfil our spiritual paths; and a paraclete, supporting and advocating for us in the ways of the Holy Spirit.

Photographs:



Canvas labyrinth



piano and prayer chapel



Cabin Fever Supper (community dinner and story-telling)

What we value about living in our area:

We are a rural community that knows its neighbors and enjoys getting together for fairs, food and frolics. There's a good cross-section of classes, incomes, and occupations here, from farmers to doctors and from teachers to artisans. We like to celebrate our stories, and pride ourselves on our love and care for the outdoors.

Current size of membership: 35

Languages used in ministry (*other than English*):

We are a very musical congregation which likes to sing and celebrates music in a variety of languages.

Position Title: Pastor

Position Duration:

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

Compensation Level:

½ Time

Does the total support package meet conference compensation guidelines?

Yes, it does.

## **1b. SCOPE OF WORK**

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### **Core Competencies:**

We seek someone who is:

- forward thinking/future oriented and able to share leadership
- supportive of an Earth-centered faith
- engaged in community outreach, able to practice radical hospitality
- able to bring life to sacred stories in worship, proclamation and witness

### **Scope of Work for Settled Pastor (Half-time) at Westminster West**

1. Twice monthly, preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.; attend Sunday service regularly when not leading worship
2. Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
3. Leadership development by working with congregants to engage with the community to be an ambassador of God's love
4. Pastoral care, including weddings, funerals, counseling, and referrals, for participants in the worshipping community
5. Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership; participate in wider church activities such as Conference and Association meetings
6. Administration responsibilities (unless delegated) such as correspondence, contributing to (but not managing) social media, etc.
7. Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations

## 1c. COMPENSATION AND SUPPORT

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Salary Basis:

\$52,000

Benefits:

Salary includes Optional Benefits

What is the expected living situation for your next minister?

Living nearby with a housing allowance

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

Ideally, the minister would live close enough to respond to pastoral care needs of the congregation and community.

State any incentives:

We will work with the minister to support sabbatical opportunities.

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

Vermont UCC Pastor Group

Windham Union Association

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

We want to be clear that we only expect our half-time pastor to be responsible for leading two worship services per month; we take it upon ourselves to schedule lay-led services for the other 2-3 services. However, we do expect that the pastor will worship with us within the lay lead services. Other responsibilities include managing pastoral care for the congregation, leading the deacons in their care for the spiritual welfare of the church and the continued scheduling of services, representing the spiritual and mission needs of the congregation and community at Board of Trustees meetings, and, to the extent that a half-time pastorate allows, to be a presence in the community for outreach and fellowship. This scope of responsibilities closely follows the Compensation Guidelines from the Vermont Conference.

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

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

- We take great joy in praying and worshiping together: one of our ministry goals is to grow stronger in our spiritual practice as a congregation, and to do so with the help and support of a pastor who will continue to both support and guide us in spiritual dialogue and prayer.
- We envision our next minister helping us to design welcoming worship programs for the community, and leading us in collaborative outreach. We seek to attract younger congregants and families; our pastor will work with us to develop our ministry to meet the needs of families with children.
- We are a congregation with three ministries: we minister to one another through our lay-led services and open invitation to contribute to growing and applying our theological understanding both to scripture and to our world. We minister to the community through our provision of our church as a community center, and through our neighborly commitments to food and fun. Our third ministry of pastoral care is provided by our pastor, whom we seek to nurture our congregation and our community in these commitments and practices.
- We seek a pastor who will be able to work with a lay-led congregation, many of whom are retired clergy themselves or teachers by profession (there are two local colleges in the nearby communities of Putney and Dummerston, at which several members of our congregation have taught or still teach, and a vibrant community college in near-by Massachusetts, where another of our congregants teaches).
- We do not engage in critiquing or criticizing individual approaches to worship—we challenge ourselves to welcome a diversity of voices. We experiment with our worship services, sometimes (mainly during the summer) focusing on meditating in the natural world through prayer walks, sometimes meditating on psalms and scripture through Lectio Divino practices. However, most of the time we do hold ourselves to an agreed-upon lectionary (at this point we use the Narrative Lectionary out of the Luther Seminary) and standardized order of worship to provide consistency to our services. We seek a pastor to help us to sponsor and support diversity of thought within a theologically based message of God's loving-kindness and care for God's creation.
- Finally, we seek a pastor who will help and support our congregation to continue as a living and growing church. We look for a pastor who is comfortable with a lively exchange during a sermon or afterwards during fellowship. We seek one who welcomes and encourages the rich gifts of this church and one who challenges us by both helping us to let go of things we need to let go of, while helping us to grow in our spiritual practice by embracing ever deeper exploration.

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

The word of Christ is everywhere in question with the rise of Christian Nationalism and other abusive perversions of the good news. Young people are affronted by churches who claim to

have answers and by churches whose calling seems detrimental to their idea of community. We take to heart Jesus' words in John (13:34-35, NRSV): "I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another. By this everyone will know that you are my disciples, if you have love for one another." The minister we are now seeking will encourage us to keep those parts of our practice that already make an impact beyond our walls: our manna offering, our soup sale, our cabin fever dinner and our community fair all come to mind as practices that make manifest the love we preach for helping the hungry and those in need of community. Working together, congregation and pastor will discern ways in which our worship can reach outward in more ways to both refresh the congregation and bring joy and community to the week-day world beyond our walls.

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

We are an English-speaking congregation with members who speak a variety of languages, including Spanish. A language capacity close to our hearts, however, is music. We have an ad hoc church choir which is accomplished and capable of singing classical, gospel, shape-note along with a wide range of traditional spiritual songs. We are lusty hymn singers and are blessed to be supported by talented and versatile musicians who bring skills on guitar, organ, piano and voice to our service music. Our congregation is rich with musicians and the love of music is one of the fundamental ties that bind us together. (We sing all the verses!)

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.

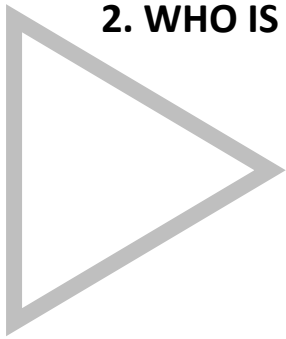
We seek a pastor who demonstrates and nurtures **transformational leadership** that is collaborative, grounded in shared ministry and forward-looking. We value a leader who listens deeply, nurtures spiritual gifts, and helps our congregation discern God's call in changing times. We seek someone who can guide us with creativity and courage, balancing tradition and innovation while strengthening our sense of covenant and common purpose.

We value care for all creation and look for a leader who supports an **Earth-centered faith** and encourages faithful stewardship of God's world. We seek leadership that honors the interconnectedness of all life and calls us to respond faithfully.

Rooted in Christ's call to **justice and mercy**, we seek someone who steps beyond our walls, practices radical hospitality, and helps us embody welcome, compassion, and courageous love in our community.

We also desire a pastor who brings **sacred stories and living traditions** to life, weaving Scripture, worship, and witness together. We hope for preaching and teaching that is thoughtful, accessible, and spiritually nourishing, inviting people of all backgrounds into deeper faith. We seek worship that is grounded, creative, and inclusive, helping us encounter God's presence and carry the gospel into our daily lives.

## 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)

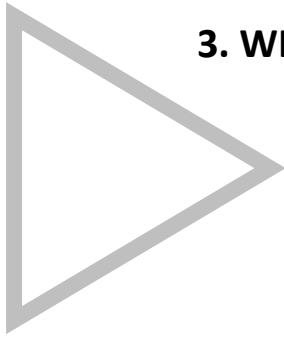
Who is God calling you to become as a congregation?

We experience challenges within our village and the broader region. We have 35 official members, of whom about 23 attend services regularly along with a handful of non-members who are with us many Sundays. We feel called to serve as a community church for a population of diverse thinkers, a public fearful of explicit expressions of faith, individuals suspicious of institutions, families struggling with the burdens of everyday life, and home-bound elders hoping to remain connected to people they once knew. We are called to be a gathering place for many communities, but as a congregation, we are called to hold our community and our world in prayer; to study and apply the gospel to our lives and the life of our community in both thought and deed; to become a congregation who extends open invitations and practices extravagant welcome.

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

Our whole congregation has engaged deeply in many years of discernment, and now has joined together in the preparation of this profile, both in formal discussions and also in heart-felt prayer. We have focused our congregational discernment on our continued mission as a church and a congregation, seeking guidance through our activities funded by a Lilly Foundation grant in 2015, and again in 2023 during our pastor’s sabbatical. We encourage interfaith dialogue by extending invitations to Muslim and Jewish community members to be a part of the worship life of our congregation. To foster our relationship with creation, we create programs on earth-based spirituality and engage in Sunday meditative nature walks. Our discernment process has been both rich and robust, and has led us to renewed faith in ourselves and the gifts we have to cherish and to offer others in our small community.

As an aging congregation, our discernment has led us to work on ways to reach out to young adults and families in our community, and to seek to foster welcome and support for both the very old and the very young.



### 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

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Describe your congregation’s life of faith.

We abide by a contemporary version of the Salem Covenant of 1629 “We covenant with the Creator and with one another and do commit ourselves in the presence of God, to walk together in faith as we have been taught, trusting in the ceaseless unfolding of God’s blessed Word of Truth.”

God is most often described in worship liturgy as love in all of love’s manifestations, and grace in the forgiveness of sins and the extravagant rejoicing in God’s creation.

We would describe the Holy Spirit in our midst in terms of inspirer and helper, the wind that lifts our spirits and fills our sails, the flood of justice that scours our valleys and the cool water that quenches our thirst.

Describe several strengths or positive qualities of your congregation.

We work well together, willing to listen to each other and to entertain differing ideas and points of view. When we argue or fall out with one another, we work to understand our differences and to come back together in accord. We laugh together, and are not shy about speaking our deepest prayers, our questions and our needs out loud with one another. We think about scripture and converse with each other about what it means; about what we like and what we don’t like; about what we might apply and what we might discard. Everyone works to lend a helping hand. We enjoy being together.

Over the past two decades, our church family has grown more solid in our basic knowledge of scripture and theology, and has become comfortable talking about our faith and praying aloud. We have developed into a lively band of confident seekers who know that we have something very special to offer our neighbors and other seekers. We practice a non-orthodox, Jesus-loving faith, and have become a community of sanctuary for people all along the continuum of faith who seek to grow in spirit. We are a mission minded congregation leaning

towards social justice and actively working on living a ministry of food and fun. Our services include levity and irreverence, and our mission outreach includes both feeding those who are experiencing food insecurity and inviting our neighbors together for community dinners and our annual Church/Community fair.

We sponsor a quarterly newsletter, headed up by our talented church treasurer, with a mailing list of hundreds of members of the community both here in Westminster West and across the country. We are an Open and Affirming Congregation, believing deeply in both extravagant welcome and an open communion table.

Describe what worship is like when your congregation gathers.

When we rebuilt the church after the fire of 1988, we decided to use chairs in our sanctuary instead of pews. Over the years, we have adapted these chairs from pew-like rows to semi-circles on each side of the congregation, so that we can see and worship with each other as well as with the service leader. The time before worship is seldom quiet or introspective: we are greeting one another, catching up with congregants we haven't seen in a while, or keeping one another abreast with our news and doings. We are called together with announcements, which usually include where and when we can join in a protest or a rally, and what musical or theatrical doings our members are a part of, as well as news of church fundraisers or requests for help for church doings. Then and only then do we become silent, gathering our hearts together for prayer and worship with the playing of the prelude and the lighting of the candles on our communion table. We stand for a responsive call to worship, printed in our bulletin which is available in large print for our elders and those with difficulties seeing. We have a small sanctuary, and do not use a sound system, so we try to remember to speak loudly for those congregants with hearing issues. Our call to worship is followed by our first hymn, often one of gathering and rejoicing in God's work. We use the New Century Hymnal, primarily, but also the Pilgrim Hymnal or an insert in our bulletin when we want to use a song or hymn not available in either hymnal. We then join together in confession, both corporately, and in silent reflection. Our assurance of pardon is granted, and we follow it with a gloria, often sung in a round.

Then follows the center of our service: our prayer time. We are led in prayer by our service leader, and then participate, both with our voice and with our silence, as witness to and for our community, both our families, and our world. This prayer time extends for as long as it needs to, and is concluded by all joining together in the Lord's Prayer, using "trespasses" and "let us not fall into temptation". The lectionary is then read. We follow the Narrative Lectionary from Luther Seminary. Worship leaders choose which translation to use: we often default to the New Revised Standard, using the Oxford Annotated edition. However, we also use the King James and the Message, among others, as alternatives. Another hymn either comments on the Gospel or prepares us for the sermon. Our sermons tend to be short, and often focused on social justice in the fulfillment of God's Kingdom on Earth. On first Sundays, when we hold the feast of Holy Communion, they are often dialogue sermons, in which the minister poses questions on the lectionary, and invites us to contribute our thoughts.

Some words used to describe good preaching are thoughtful, moving, necessary, powerful, meaningful. There is so much honesty and care for the world and one another in the witness that takes place in worship each Sunday, that often the most heartfelt word is "Thank you!"

Our services conclude with the receiving of our morning offering, accompanied by music, prayers and the doxology. A final hymn is sung, and the congregation receives a benediction and a commissioning. Our practice is to remain seated for the postlude which can range from a song to an organ fanfare, as the candles are doused and we return, refreshed to the week-day world.

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

Right now, the education program and faith formation vision of the church is participation in worship services, by witness and prayer, by contributing a sermon or a stewardship moment, by taking part in musical witness. In the past, we have had bible study groups and groups that have met to discuss various books and ideas, but we have not had many of these recently. We have gathered after church for workshops as part of our Lilly foundation grant, and these also provided both education and faith formation for us.

Our vision for faith formation is grounded in the belief that God is still speaking and that spiritual growth is a lifelong, communal journey. In our choice to follow the Narrative Lectionary, we engage the sweeping story of God's people in a way that deepens biblical literacy, encourages theological reflection, and nurtures meaningful dialogue. Through shared, lay-led preaching, we honor the many voices within our congregation and create space for all to bring their questions, experiences, and insights into conversation with Scripture. Our dialogic sermon model invites active participation from nearly all members of the congregation, as together we wrestle with the questions raised by the biblical text and the service leader. This approach strengthens connections between worship, small-group conversation, and daily life, forming a community of faith that listens for God's continuing voice and responds with curiosity, courage, and hope.

Describe how your congregation is organized for ministry and mission.

We are a Congregational church, so our polity is that of seeking guidance from the congregation. We communicate decisions during announcements in our worship service, and make note of decisions in the minutes of our meetings. Committees are organized through attention to our by-laws, and by vote of membership during our annual meeting for standing committees. We call special meetings of the congregation as needed to create teams or special committees (such as the search committee.)

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

- a. Deacons: 2-2.5 hours per month to schedule worship leaders, decide on lectionaries, and organize musicians
- b. Trustees 2-3 hours per month to attend to the financial and material needs of the church.

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

- c. Generally there's a hierarchical phone-tree for such things as weather-related emergencies. During Covid, we would call together meetings on Zoom of the combined deacons and trustees to make decisions on masking, worship (Zoom or in person) and social-distancing practices. There have been two occasions when the Trustees have worked with the Windham County Sheriff's Office to initiate Restraining Orders on unstable community members who were making threats on our minister.

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.

### 3b. 11-YEAR REPORT

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(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

Please see appendix.

We note that the 11-Year Report appears to have several sections of missing data for our church, although we believe that the clerk has submitted our information regularly. The Vermont Conference of the UCC has just implemented a new reporting format that we believe will yield more accurate reports going forward.

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	35	
Number of active non-members:	33	This number represents community volunteers
Total of church participants (sum of the numbers above):	67	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	85%	no
Less than 10, more than 5 years:	3%	no
Less than 5 years:	12%	no

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>
						5	18	11	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0%	no
Households with minors:	4%	no
Single adults age 35-65:	7%	no
Joint households with no minors:	59%	no
Single adults over 65:	30%	no

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	4	yes
College:	14	yes
Graduate School:	16	yes
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	14	no
Adults who are retired:	18	no
Adults who are not fully employed:	2	no

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

College faculty, Director Non-Profit, Veterinarian, Social Service, Teacher, Medical Researcher, House parent in a boarding school, Music teacher and director, Sheep herder, Accountant, Church administrator, and several Retired Clergy

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?

It is easy to say that our congregation is all Caucasian, yet there are a few members with Native American ancestry. Our diversity comes from sexual identity, educational attainment, and income.

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 have not had a conversation about welcoming diversity using UCC materials. Our biggest concern is reaching out to youth, young adults with families, and adult seekers. This is the population we see as struggling with defining their beliefs and developing an understanding of faith.

### 3d. PARTICIPATION AND STAFFING

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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	0	Pastor
Baptisms <i>(number last year)</i>	0	
Children's Groups or Classes	0	
Christmas Services 4 <sup>th</sup> Sun. in Advent: Community Candlelight	35	Deacons and service leader
Christmas Eve, 11 pm	20	
Church-wide Meals	20-30	Congregation members
Choirs and Music Groups	6-8 singers Email list of 16	Choir facilitators
Church-based Bible Study	0	
Communion	served monthly, 20-25 people	Deacons and service leader
Community Meals	fundraisers/com munity events draw ~100 people.	Community folks affiliated with the church and congregants (varies) As frequently as monthly; now approximately 2x year
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program	0	

Easter Services Tenebrae		Deacons and service leader
Sunrise Service	12	Two congregants spearhead this sunrise service, plus deacons and service leader.
Easter Sunday	25-30	Deacons and service leader
Funerals ( <i>number last year</i> )	2	The family, sexton, and pastor
Intergenerational Groups	0	
Outdoor Worship Services in the outdoor amphitheater	15-20	Deacons and service leader
Prayer Walk Sundays in summer alternative worship services	15-20	
Prayer or Meditation Groups Deacons' Prayer meetings	6	Deacons
Sunday pm Meditation (not current)	NA	A deacon volunteer
Public Advocacy Work	6	Congregants
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings ( <i>number last year</i> )	1	
Worship (time slot: 10:00 am)	20-25	
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other: Labyrinth Walks – Solstice & Equinox, Ash Wednesday	Varies: 4-8	Deacons
Community Fair	Approx 700	Community folks affiliated with the church and congregants

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)
Catherine Cadieux	No	Congregational	Solo pastor	Y
David Mulholland	No	Reformed Church in America	Solo pastor	Y
Janet Langdon	No	Congregational	Solo pastor	Y
Sharon Easterling	No	Congregational	Solo pastor	Y
Lise Sparrow	No	Congregational	Solo pastor	Y
Sue Venman	No	Congregational	Licensed minister	Y
Lynn Wickberg	No	Congregational	Solo pastor	Y

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:

While we are functioning as a lay-led church, with no settled pastor, several of the retired ministers are solicited to lead worship and celebrate our monthly communion services. Otherwise, they are simply members of the congregations.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson 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
Accompanists	none	Per diem	Deacons	5+ years
Sexton	none	Part time	Trustees	10+ years

### REFLECTION

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

Our ministry is adult-focused, and while it is important to provide space for such seekers, it does mean that we have become insular, attracting people like us; we need to be intentional about changing that. We would like to attract more diverse ages to join our congregation, and wonder whether we could create a youth ministry here, possibly through an internship. Our strengths are that despite our small size, we care for and support not only fellow congregants but provide a space and a spiritual center for our community. We have worked hard on multi-faith outreach, inviting people of the other faith traditions to worship with us and to help us to understand their faith practices. In addition to traditional Sunday services, we provide a variety of different worship experiences, including walking meditation, taking meals together (Breakfast Church), prayer walks, poetry Sundays, Jazz Sundays and outdoor services. One of our mission focuses is a meal-based ministry that includes not only fundraisers, but community gatherings, story-telling, providing space for Meals on Wheels and gifts for our local soup kitchen/food pantry. Above all, there is a spirit of humility within the church: we are seekers who genuinely wrestle with our convictions. We need a way or ways to open our worship to our community: it is difficult to become a new part of such a settled and comfortable congregation.

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$37,364
Endowment Proceeds: see explanation below	\$12,118 Interest/Dividends only
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$
Fundraising Events	\$8,790
Gifts Designated for a Specific Purpose	\$13,389
Grants	\$0
Rentals of Church Building	\$5,489
Rentals of Church Parsonage	\$0
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$0
Transfers from Special Accounts	\$
Other (specify): Community Fair Income	\$11,971
Other (specify): Building Collection	\$4,346
Other Whistler	\$75
<b>TOTAL</b>	<b>\$93,542</b>

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

\$64,688

It is important to remember that in this fiscal year, we had pastor salary and benefit cost for only 5 months.

Please see attached budget in the appendices.

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

Our ministerial support for a part-time minister is \$26,000 and equates to 37% 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%)*

Basic Support is a line item in our budget, and is \$2,600

What is the church’s current indebtedness?

\$0

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

There will be a planning team of the Trustees and possibly others to plan for capital improvements of the church focusing on energy efficiency: completing the insulation, replacing mechanical heating systems, and exploring solar arrays on the roof.

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

There has been no capital campaign in the last 10 years.

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.  
Our current plans to increase the overall energy efficiency of the building reflects our earth-based spirituality and our call for the stewardship of God's creation.

Does your church have an endowment?

No, but we are the beneficiaries of two bequests that permit only the withdrawal interest and dividends.

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

While we do not have an endowment, we have a building fund that is used for capital expenses. Each year we contribute \$7,000 to the fund and it is part of our budget.

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

NA

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

NA

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

NA

Please comment on the above calculations or estimates:

#### Other Assets

Reserves (savings): Total Assets \$68,022

Investments (other than endowment): \$0

Does your church have a parsonage?

No.

Describe all buildings owned by the church:

The church building is the only property. See 3F for description

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

None.

Which spaces are accessible to wheelchairs?

We have an elevator. All spaces are accessible

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

Within the past 15 years there has not been a major budget change until this current year given our growth in assets. This will put us in the position to make significant capital improvements to the church with specific attention to insulation, replacement of the aging heating system and possibly begin a capital campaign to install solar arrays. Such improvements will highlight our role as a community center

### **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.

The Church building burned to the ground in December of 1988. The congregation of the time sought the help of the community in the rebuilding, repurposing the building for both worship and community use. Important new renovations were the use of chairs instead of pews, enabling the sanctuary to be used for dances and dinners and for the worship to be centered on the congregation; the opening of the kitchen and community room below the sanctuary for cooking for meals on wheels, community dinners and providing meeting space for both church and community meetings.

We rebuilt and restored a grand piano originally given to the town by Edward Goram in the 19<sup>th</sup> century, and now a beautiful instrument for both our church choir and other choirs and musicians who use it. We also invested in a tracker pipe organ which now graces our organ loft and accompanies our services. The sanctuary has excellent acoustics for concerts, musical offerings and worship.

The most important event in the life of our church in the past ten years is our receipt of the Lilly foundation grant that funded both a sabbatical for our long-term pastor and congregational workshops for us to take part in learning about and participating in discernment, nature-based worship and community-building.

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

We are weathering the conclusion of a joyous and much-loved 22-year pastorate.

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 values urge us to try to discuss things, so when there is conflict, we pray about it, seek help from advisors outside of the congregation, and open spaces with congregational members as appropriate (trustees/deacons/admixture) in order to make sure that all sides are heard, and that constructive conclusions are reached. This doesn't always work well.

We have had two instances where we have had to get restraining orders for people in mental distress; for a congregation that seeks to practice Christ's radical welcome, this was extremely challenging.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Kurt Shaffert	2 months	Y
Susie Webster Toleno	22	Y
Gail Holman	4	N then Y (licensed)
Malcolm Evans	5	Y then N

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

Each person we have worked with has left their mark upon the church, and we have been grateful for their service. Having such a long relationship with one leader rather puts the lessons learned from the previous leaders in a distant rear-view. Gail helped us develop ourselves as preachers and increased our confidence as lay-leaders. Under her leadership, we learned to worship together and value the voices of our community as we struggled with texts and challenged ourselves to follow and learn from the lectionary. We recognized the need to have a regularized order of worship and to hold ourselves accountable for providing a space for continuum and tradition. Susie really worked with us, particularly with the Deacons, to move the church into a collaborative leadership model with a pastor and spiritual leader, each caring for each.

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

Yes.

In early 2025, CCWW convened a Pastoral Search Committee to begin the process of hiring a part-time interim minister, after our pastor of 22 years resigned at the end of 2024. After completing the church profile, we received one application in the spring of 2025 and moved quickly to extend a call and place this candidate in a part-time, interim position.

From the very beginning of Kurt Shaffert's tenure, the relationship was fraught, starting with the process of negotiating an employment contract. Within the first few weeks we began to hear reports that the new minister was unhappy with the terms of his compensation as well as what he considered an "unwelcoming spirit" from the congregation. After 6 weeks on the job (actually attending and leading only 4 services) he requested paid leave for an unspecified amount of time.

By this time, it was clear that the relationship was probably not salvageable, and with the help of the Vermont Conference, we severed the relationship, effective immediately.

In retrospect, we are clear that we acted in haste, driven in part by concern over the shortage of ministerial candidates in the UCC generally and in Vermont in particular. The Search Committee

has reconvened and after much reflection has determined to pursue a permanent part-time minister.

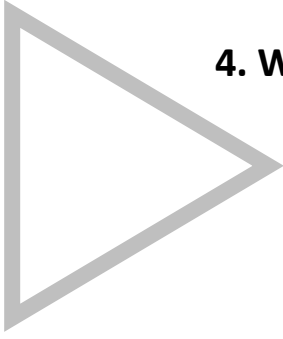
*Has your church been involved in a Situational Support Consultation?*

Yes.

As noted above, we received support from the Vermont Conference as we deliberated the best course of action in this situation. Conference minister, Rev. Dr. Lynn Bujnak facilitated our meeting with the interim minister, supporting our deliberative process. The conference was involved with our termination process providing both HR and legal counsel as we implemented the plan.

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

No.



## 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?

Being a small, rural community church with an aging membership and no endowment, we have focused our efforts on nourishing the connectedness of community members to one another and to the environment. We are an Open and Affirming congregation with an emphasis on sharing our love. We recognize that a majority of our community are struggling with defining their faith, and at the same time they will acknowledge that the biggest asset of Westminster West is the church. We intentionally include on our Board of Trustees, with voice and vote, a community resident who is not a member of the congregation as part of our commitment of outreach to the wider community.

Village members love our community fair (some call it a party with over 700 attendees), our Cabin Fever Supper complete with story telling, and our mid-summer community meals. We are experimenting with different approaches to our Sunday service, never veering from Christ’s message of love, but capturing an emotional connection saying “I can see myself here.”

We are passionate about our music with many members participating in area choral groups. We open our church for rehearsal and performances to the area’s 90 member River Singers and are also a stop on the summer tour of Village Harmony. We have begun a music series for both emerging local artists and established musicians.

Two of the area’s environmental groups, the Windmill Hill Pinnacle Association, and the Living Earth Action Group, use our church for their monthly and weekly meetings. Oftentimes they offer programs to the community on topics of environmental and indigenous interests. These groups encourage our talented community members to give presentations on beavers, water, archeology, farming, and landscape architecture to the wider community. Many of our church members are members of these groups.

We have expanded our kitchen to be of service to the elderly/disabled population by hosting the preparation of Meals on Wheels. The prep, cooking, and distribution of food takes place from our church. Given these economic times we have increased our donations to our local

community action agency (SEVCA). Our monthly “Manna” offering (in addition to the regular church collection) goes to Our Place in Bellows Falls, where our contributions are used for food buys from the Vermont Food Bank, yielding \$10 of food for every 1\$ donated. We have maintained this giving practice for over 15 years.

We recognize there is a wider mission of the church and participate in the One Great Hour of Sharing and Neighbors in Need campaigns. At Christmas we offer Christmas baskets and gift cards to our neighbors in need.

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

Deacons participate in the area’s inter-faith meetings, UCC Windham County Meetings and attend the annual UCC State Conference.

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

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)                 | <input checked="" 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 checked="" 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?

We remain firmly committed to ONA and GISS, see ourselves as a Just Peace congregation, and look forward to exploring “Creation Justice,” perhaps under the guidance of our new pastor! Given the demographics of our aging population, and the financial need for fundraising, there is limited capacity to engage in broader witnessing commitments other than attending to the needs of our community. We are supportive of individual congregants pursuing their own wider mission and acknowledge their involvement in our community newsletter, The Whistler.

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

We announce such opportunities from our pulpit, and sometimes host them ourselves, as we have described elsewhere in our inter-faith outreach. For Good Friday, the larger Christian faith community gathers in Brattleboro for a Last Words service that many of our congregation attend.

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.

We see our covenant statement as our mission statement. Please see our discussion of the Salem Covenant in 3-a, and activities described throughout.

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?

Given our minister will be part-time, it is important to honor and balance the time demands. Part-time can easily become  $\frac{3}{4}$  time when wider church mission expectations are identified. Worship, congregational support including committee meetings, community support and connection, and wider mission all need to be understood in light of part-time ministry.

## **4b. MISSION InSite**

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

The Vermont Conference does not participate in MissionInSite, however, we were able to retrieve information from the Census Bureau' American Community Survey data files (see appendix for summary table).

It is clear that church membership mirrors the demographics of the community: e.g. - 57% of the residents in our catchment area are age 62 and above; in terms of racial diversity, 1.5% of the population is counted as African American or Black.

That said, there are well over 1,000 teens, and several thousand adults between 20-40 years of age, which translates into a population likely raising children.

All of this leads us to conclude that while it will be challenging to attract youth and families to our church, there is also potential to reach those who are not being served at the present time.

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?

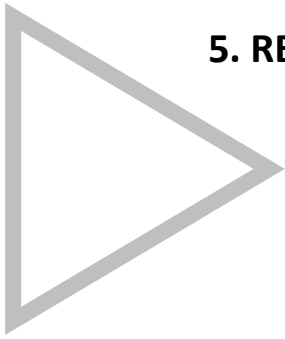
We have a significant Jewish population in our area. Our church honors in its prayer chapel a menorah and plaque declaring in English and Hebrew the words of Isaiah 56: 7—My house shall be called a house of prayer for all people—gifted to us by Yitzach Schaoul, an Iranian Jewish friend to the congregation.

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

That they are glad the church is there, that it is a valued part of the community, whether for the fair, or for worship, or for its community space, or for its concerts and movie nights.

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

We have welcomed several new members into the congregation in the last few years. These individuals describe the open and welcoming spirit they encounter when participating in church services and activities. Some have expressed gratitude for the way in which the community is open to diverse expressions of faith, including other faith traditions and seekers.



## 5. REFERENCES

### REFERENCE 1

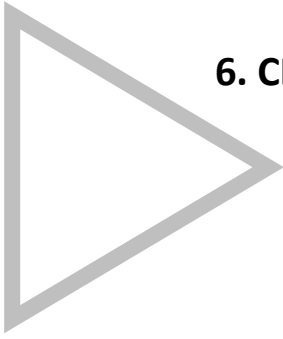
Susan Roman  
802-869-2071  
Non-member / strong community advocate / donor

### REFERENCE 2

Richard Talbot  
802-387-5623  
[rtalbot0754@gmail.com](mailto:rtalbot0754@gmail.com)  
Non-member / Church Trustee / donor

### REFERENCE 3

Sharon Boccelli  
617-413-4054  
[isell731@gmail.com](mailto:isell731@gmail.com)  
Non-member / cooks for many church gatherings / cooks for seniors using our kitchen / donor



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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

Good and gracious God, you have shown us what is good: to do justice, to love kindness, and to walk humbly with you. Teach us your paths and lead us in your truth, for you are the God of our salvation and our hope all day long. In this, our season of discernment, guide our congregation and the pastor you are calling to walk with us on your Way. Shape us into a community rooted in compassion, courageous in witness, generous in welcome, and faithful in love. May we listen for your still-speaking voice and follow where you lead, trusting in your grace and abiding in your promise. Amen.

(Micah 6:8, Ps 25:4-5)

## 6b. STATEMENT OF CONSENT

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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?

This profile was largely created by the search committee, comprised of Adrienne Major, Charlotte Gifford, Guy Payne, and Sharon Easterling. The congregation contributed to its direction over two annual meetings, several review sessions, and many brainstorming and discernment opportunities.

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date: Dr. Adrienne Major , Chair of Search and Call Committee, 5/1/26



## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:



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*

### **Appendices:**

- 1. Annual Budget, 2026**
- 2. 11 Year Report**
- 3. American Community Survey summary**

2026 Budget Overview  
 Congr Church of Westminster West  
 January 1-December 31, 2026

ACCOUNT	TOTAL
<b>Income</b>	
Building Use	5,000.00
Community Fair Income	11,000.00
Donations	\$450.00
Christmas Fund	1,000.00
Community Letter	9,000.00
<b>Total for Donations</b>	<b>\$10,450.00</b>
Fundraising Income	
Cabin Fever Supper	1,500.00
Concerts	1,400.00
Harvest Festival	1,000.00
Movies & Events	400.00
Thanksgiving Soup Sales	1,200.00
Welcome Center	1,500.00
<b>Total for Fundraising Income</b>	<b>\$7,000.00</b>
Interest/Dividend	12,000.00
Sunday Collections	
Building Fund Loose	2,080.00
Building Fund Pledge	3,120.00
Loose	6,180.00
Pledges	31,220.00
<b>Total for Sunday Collections</b>	<b>\$42,600.00</b>
Whistler Donations	100.00
<b>Total for Income</b>	<b>\$88,150.00</b>
<b>Cost of Goods Sold</b>	
<b>Gross Profit</b>	<b>\$88,150.00</b>
<b>Expenses</b>	
Church	
Building Rprs & Maint	\$900.00
Capital Building Fund	7,000.00
Elevator	580.00
Furnace	500.00
Lawn care	120.00
Misc	200.00
Plowing	320.00
Tuning & Repair	700.00
<b>Total for Building Rprs &amp; Maint</b>	<b>\$10,320.00</b>
Insurance	3,500.00

2026 Budget Overview  
 Congr Church of Westminster West  
 January 1-December 31, 2026

ACCOUNT	TOTAL
Utilities	
Electricity	1,850.00
Fuel Oil	2,700.00
Propane Gas	400.00
Telephone/Internet	1,700.00
<b>Total for Utilities</b>	<b>\$6,650.00</b>
<b>Total for Church</b>	<b>\$20,470.00</b>
Designated Support	
Christmas Baskets (deleted)	1,700.00
GFUN - SEVCA	800.00
Pastor's Discretionary Fund	200.00
<b>Total for Designated Support</b>	<b>\$2,700.00</b>
Fair Expenses	\$300.00
BBQ & Baked Goods Expense	700.00
Fair Publicity Expense	800.00
<b>Total for Fair Expenses</b>	<b>\$1,800.00</b>
Fundraising Expenses	100.00
Miscellaneous	100.00
Music Program	150.00
Office & Copier Supplies	450.00
Organist/Piano/Choir	7,020.00
Pastoral Care Backup	3,600.00
Pay Pal Fees	120.00
Payroll expenses	
Bookkeeping	950.00
CCC Tax	50.00
Custodian	1,200.00
Pastor's Comp Package	26,000.00
<b>Total for Payroll expenses</b>	<b>\$28,200.00</b>
Postage and Mailchimp	240.00
Probate Court	170.00
Pulpit Supply	1,800.00
Vermont Conference	
Annual VT Conference Meetings	300.00
Basic Support	2,600.00
Per Capita Dues	500.00
<b>Total for Vermont Conference</b>	<b>\$3,400.00</b>
<b>Total for Expenses</b>	<b>\$70,320.00</b>
<b>Net Operating Income</b>	<b>\$17,830.00</b>
Other Income	

2026 Budget Overview  
Congr Church of Westminster West  
January 1-December 31, 2026

ACCOUNT	TOTAL
Other Expenses	
<b>Net Other Income</b>	
<b>Net Income</b>	<b>\$17,830.00</b>



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

Church: 1740 - Congregational Church of Westminster West UCC - Westminster West, VT

Assoc/Conf: Windham-Union 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	38	20	0	0	0	0	1	0	-1
2016	37	18	0	0	0	0	1	0	-1
2017	37	18	0	0	0	0	0	0	0
2018	38	18	0	0	3	0	0	2	1
2019	36	20	0	0	0	0	2	0	-2
2020	35	20	0	0	0	0	1	0	-1
2021	35	20	0	0	0	1	1	0	0
2022	35	20	0	0	0	0	0	0	0
2023	35	20	0	0	0	0	0	0	0
2024	31	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	\$62,160.00	\$500.00	\$2,000.00	\$461.00	\$2,461.00	\$3,036.00	\$5,497.00	3%	\$65,696.00	\$35,984.00
2016	\$65,287.00	\$0.00	\$2,100.00	\$454.00	\$2,554.00	\$3,013.00	\$5,567.00	3%	\$68,300.00	\$31,448.00
2017	\$65,287.00	\$0.00	\$2,200.00	\$838.00	\$3,038.00	\$0.00	\$3,038.00	3%	\$65,287.00	\$0.00
2018	\$66,758.00	\$6,000.00	\$2,200.00	\$384.00	\$2,584.00	\$2,549.00	\$5,133.00	3%	\$75,307.00	\$44,623.00
2019	\$76,604.00	\$0.00	\$2,200.00	\$776.00	\$2,976.00	\$2,687.00	\$5,663.00	3%	\$79,291.00	\$30,552.00
2020	\$25,855.00	\$0.00	\$2,300.00	\$0.00	\$2,300.00	\$2,853.00	\$5,153.00	9%	\$28,708.00	\$35,238.00
2021	\$17,794.00	\$10,000.00	\$2,300.00	\$0.00	\$2,300.00	\$3,538.00	\$5,838.00	13%	\$31,332.00	\$46,228.00
2022	\$19,816.00	\$5,000.00	\$2,300.00	\$750.00	\$3,050.00	\$3,366.00	\$6,416.00	12%	\$28,702.00	\$41,544.00
2023	\$19,816.00	\$0.00	\$4,800.00	\$350.00	\$5,150.00	\$0.00	\$5,150.00	24%	\$19,816.00	\$0.00
2024	\$19,816.00	\$0.00	\$2,400.00	\$395.00	\$2,795.00	\$0.00	\$2,795.00	12%	\$19,816.00	\$0.00

% Change	Members	Avg Weekly Attendance	CHR ED/ Faith Form	Total Additions	Total Removals	CURR Local Expenses	Total OCWM	Total Expenditures
2020 - 2025	-11.43	0.00	0	0	-100.00	-23.36	21.52	-30.97
2015 - 2025	-18.42	0.00	0	0	-100.00	-68.12	13.57	-69.84

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

Table: ACSDP5Y2024.DP05

	05101 Bellows Falls	05154 Saxtons River	05158 Westminste r	05346 Putney	
Label	Estimate	Estimate	Estimate	Estimate	Totals
SEX AND AGE					
<b>Total population</b>	<b>4,165</b>	<b>479</b>	<b>1,151</b>	<b>5,177</b>	<b>10,972</b>
Male	1,744	262	557	2,599	5,162
Female	2,421	217	594	2,578	5,810
Sex ratio (males per 100 females)	72	120.7	93.8	100.8	387
Under 5 years	184	36	79	140	439
5 to 9 years	138	22	115	239	514
10 to 14 years	284	18	65	318	685
15 to 19 years	322	20	160	280	782
20 to 24 years	205	0	51	454	710
25 to 34 years	376	25	144	402	947
35 to 44 years	511	87	85	552	1,235
45 to 54 years	449	100	165	467	1,181
55 to 59 years	259	12	36	317	624
60 to 64 years	237	43	62	707	1,049
65 to 74 years	780	64	123	883	1,850
75 to 84 years	286	47	60	322	715
85 years and over	134	5	6	96	241
<b>Median age (years)</b>	<b>46.3</b>	<b>46.4</b>	<b>32</b>	<b>50.5</b>	
Under 18 years	813	87	341	791	2,032
16 years and over	3,515	403	845	4,470	9,235
18 years and over	3,352	392	810	4,386	8,942
21 years and over	3,217	383	727	4,064	8,393
62 years and over	1,347	159	226	1,759	3,492
65 years and over	1,200	116	189	1,301	2,807
18 years and over	3,352	392	810	4,386	8,940
Male	1,305	234	388	2,275	4,202

Table: ACSDP5Y2024.DP05

	05101 Bellows Falls	05154 Saxtons River	05158 Westminste r	05346 Putney	
Label	Estimate	Estimate	Estimate	Estimate	Totals
Female	2,047	158	422	2,111	<b>4,738</b>
Sex ratio (males per 100 females)	63.8	148.1	91.9	107.8	
65 years and over	1,200	116	189	1,301	<b>2,806</b>
Male	347	75	92	704	<b>1,218</b>
Female	853	41	97	597	<b>1,588</b>
Sex ratio (males per 100 females)	40.7	182.9	94.8	117.9	
<b>RACE</b>					
Total population	4,165	479	1,151	5,177	10,972
White	3,801	426	1,128	4,483	9,838
Black or African American	18	0	0	110	128
African American	18	0	0	21	39
Native	0	0	0	19	19
Other American Indian and Alaska Native	0	0	0	7	7
Asian	71	20	0	65	156
Asian Indian	12	0	0	0	12
Chinese	0	20	0	43	63
Korean	59	0	0	15	74
Vietnamese	0	0	0	3	3
Other Asian	0	0	0	4	4
Hispanic or Latino (of any race)	50	4	31	274	359
Total housing units	2,297	258	409	2,379	5,343