

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Keene Valley Congregational Church
Keene Valley, NY

Full time Pastor

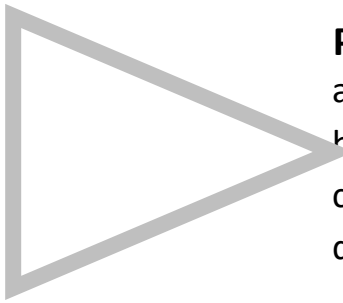
North Country Association

12.15.2025

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



POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Keene Valley Congregational Church

Street address: 1791 NYS Route 73, Keene Valley, NY 12943 (PO Box 27)

Supplemental web links: www.kvccny.com

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: New York Conference UCC

Association: North Country Association

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email): Dr. Marjorie Purnine, Dean of the NY School of Ministry, Associate Conference Minister, New York Conference UCC, PO Box 487, Syracuse, NY 13209, (315)-446-3073, email: mpurnine@uccny.org

Summary Ministry Description:

Keene Valley Congregational Church is Open and Affirming and a Creation Justice church located in the heart of New York's Adirondack Park. Keene Valley is both a tourist mecca for outdoor enthusiasts as well as a legacy community of multi-generational families both year-round as well as seasonal visitors. We are the community church for the region and are considered extremely active in worship, missions and other social events. Our members are mostly aging adults from other communities and other religious beliefs who decided to reside in this picturesque town. We seek a minister who will challenge us to continuously learn and lead us in our spiritual growth. We wish to be inspired, grow in learning and be occasionally entertained as we navigate this ever changing world.

Detail Ministry Description:

We would be best served by a well-educated, and experienced pastor who would bring to us deeper meaning as to the lessons to be learned in our faith journey together.

We are a community of people that wish to find a faith partner who will continue our spiritual enrichment through worship, prayer, and meditation. At the same time, we seek an active participant who will be involved in the many missions of our church and become an active part of our community.

We are an inquisitive group. We ask “what is God’s message saying in these times?” “What can we learn about ourselves from the words of the past”. Someone who would look at us from the outside would learn several things about us:

- We come from different backgrounds in faith and spirituality. We listen to scripture with a viewpoint that may be different from the person sitting next to us in the pew. We feel this is a strength for our members and can be a challenge for those preaching. But without a doubt, everyone is able to find something they hold onto from sermons.
- We worship not only Sunday morning but in other meaningful moments shared with others. Some members find their spirit is lifted when enjoying this beautiful, immersive, precious natural environment in solace. Some members are more traditional, needing the comfort of prayer they have known from their youth. And some find prayer in the music or in singing. We all find prayer and worship are meaningful parts of what makes our church special to all.
- We are a caring community. Friendly, hospitable, sometimes intense in beliefs and action, but always wishing to better our members and ourselves. We look for guidance and leadership which will help us grow and be challenged as we think how we can better our part of this world.
- We need a step change in how we reach out to the community, not just what we do for our community, but how we do more with our community. We want to continue to strive to help, respond to woundedness, violence, war, and injustice.
- We know that education through small book groups and worship provides the framework for what we understand about the church. We are an aging church, and like many churches we know that the broader church is in decline. We are hopeful that we can

understand where the younger community is...and that we find ways to meet them where they are and involve them in our missions or worship.

In summary, we seek a minister who will guide us in a manner that excites our willingness and interest to incorporate spiritual insight from other faith traditions within a Christian scaffolding. We hope for an active, educated and passionate leader who will take us further in our desire to be who we feel we are: a thriving church community and a center of leadership for our greater community.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.





What we value about living in our area:

Our church community, which is nearly 200 years old, is in the hamlet of Keene Valley, NY, which is in the heart of the high peaks' region of the Adirondack Park. This park, located in the northern region of New York State, is over 6 million acres in size (which is larger than Yellowstone, Yosemite and Glacier National Parks combined). It is the largest protected area in the contiguous US and is known for it being constitutionally protected as "Forever Wild". The park offers a wide range of outdoor recreation including hiking, camping, fishing and canoeing. Lake Placid, which is 20 minutes away, hosted the 1932 and 1980 Winter Olympics and is home to Whiteface Mountain, which has the greatest vertical ski slope drop in the East. Being in the heart of the Adirondack Park is a privilege that is revered and celebrated by all who worship with us.

We also value that our community is diverse, with many worshipers coming from other communities of faith or of other belief systems. We welcome all people wherever they are on life's journey, joining together in worship and spiritual exploration while striving lovingly to serve others with justice and compassion. This covenant seems to resonate with our community, which is made up of both year-round members as well as seasonal members. We have attendees from across the Ausable Valley - ranging from Essex to the east on Lake Champlain to Keeseville to the north and Bloomingdale to the west. We are a church that also has a seasonal membership, who come to the Adirondacks for its beauty and our church for community.

Current size of membership: Active membership is approximately 150 with total reported membership of about 200. Sunday worship is estimated to be between 40 and 80 (including those on Zoom and recorded views)

Languages used in ministry (*other than English*): None regularly.

Position Title: Full-time Pastor

Position Duration (*choose one, delete the other options listed*):

Settled – a called position intended for longer-term ministry in which the minister becomes a member of the church and a resident of the community.

Compensation Level (*choose one, delete the other options listed*):

Full Time

Does the total support package meet conference compensation guidelines? Absolutely.

1b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

Core Competencies:

We believe the best minister for our community will be one that has the following core competencies:

- Open, with a strong intellectual grounding. Our members come from a wide range of different traditions and are all at different places in their journey. The minister will be successful by bringing a high level of knowledge and curiosity about spiritual truths found in the teachings of the Bible and beyond. They will challenge our members with new ways of engaging with our Christian traditions.
- Collaborative, outgoing, warm and hospitable. A successful minister in our congregation will be one that seamlessly becomes part of our diverse community. They should find themselves open to all, ready to be in deep conversations or just visible around town and on the streets. They will quickly learn we are a community that enjoys new people and new experiences and supports one another in so many ways.
- Visionary, bringing fresh inspiration and motivation. We are a caring community interested in making positive change in the world. The successful minister will provide new perspectives for how to live out Christ's exhortation to love and care for our neighbors. They will challenge our assumptions and spur us on to improve the world around us.

1c. COMPENSATION AND SUPPORT

Salary Basis (*Cash Salary plus Value of Parsonage*): \$60,000 - \$77,000, depending on the minister's education and experience. Additionally, we would pay for health, dental and vision insurance, life insurance, pension and the employer's FICA. Other benefits include vacation time, mileage reimbursements, educational benefits, technology and telephone costs.

Benefits (*choose one*):

Salary plus Benefits Yes

Salary includes Optional Benefits

No Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)? We want the minister to live in our parsonage (also called the Manse) which has been recently renovated. The parsonage is a three bedroom, 1 ½ bath property adjacent to the church. It also houses separate to the parsonage the church office and the minister's office.

Comment on the residential/commuting expectations for your next minister. We want the minister and their family to be an active part of our greater community and participate in the local school if they have school-aged children.

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

Describe peer and professional supports available for ministers in your association/conference: All resources available to any minister of the NY Conference would be supported by the church.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: We are seeking a full-time minister with no shared responsibilities to any other church in our region.

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.

We believe our next minister would be not only the minister to our congregation but also provide ministry to our greater community. Being a smaller rural community implies that people are entangled in their social relationships. One church member may have relatives in other church communities or other social groups. All in our community would benefit from a faith leader who sees the community as a gathering of many beliefs and is willing to provide support for all no matter where they are on life's journey.

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 gone through the formal process of becoming an "Open and Affirming" congregation and a "Creation Justice Church", demonstrating our deep commitment to both values. But we will benefit from a minister who will continually challenge us to bring these values to life, making our church a positive and visible example within the local community.

We are committed to numerous missions beyond our walls, and we are able to draw from the whole community for outreach. Examples include shipping sleeping bags to Ukraine and back packs and sanitary kits to refugee camps in Africa. We look forward to a new minister who is excited to participate in similar outreach projects.

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

Any minister will immediately see we are an aging, primarily white congregation. We are predominantly English speakers with a few members who know other languages well. We welcome all people from other communities or nationalities. Having a range of social beliefs helps diversify our conversations and lead to collaborative decisions.

One of our cultural features is our music program. It has been hugely important to our members and is highly varied, which has attracted new church members. Music is a part of every Sunday service, whether it features the choir, the bell choir, an accomplished accompanist or outside musical groups from the area. Music is integral to a successful worship service.

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.

Upon review of *The Marks of Faithful and Effective Ministry*, there are four resources that will serve our new minister well as they help our community grow and thrive:

- 1) Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice: Our congregation is made up of members from all different faiths or traditions. A minister that has a spiritual voice that is comfortable with all members will serve this community's diverse beliefs well.
- 2) Engaging Sacred Stories and Traditions: A gift that any new minister will provide to our congregation is the gift of bringing life to the scripture by using experiences and stories that are meaningful to all. A minister using various sources for their sermons will be heartily welcomed.
- 3) Caring for All Creation: Our minister will need to develop a deep sense of trust, and from that trust provide pastoral care for our greater community.
- 4) Working together for Justice and Mercy: Our congregation, through work on various missions (such as our Mission and Social Action Committee, our support of local refugees, our support of sanitary garments for women in Africa), has made it a priority to support many who must fight injustice and oppression. Our minister will need to provide resources, goals and encouragement to our membership so we can work cooperatively and in conversation with church ministry.



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 feel that we are here to embody God’s love in our world. In a world that sometimes seems locked in darkness, the members and friends of our congregation continue to commit ourselves to shine the light on God’s love, even when it is hard, even when the way seems uncertain. Our congregation strongly desires to engage even more with our surrounding community to make a difference in the lives of people who live here and sometimes far away.

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

We are a congregation that comes together to support each other and be inspired. Our interest groups bind us in spiritual growth with a focus on both the inward spiritual journey and the outward expression of our love for our neighbor. We recognize that our greater community needs support in many ways. Here is a sample of a few programs in which we participate:

1. Keene Food Mission (KFM):

For some years our community had a physical food pantry to assist local families. It evolved into a model that provides funds to a local grocery store to support several families who have reached out for food assistance. Demographics of our community reflect an increasing need to provide more resources. In 2024, the organization that sponsored the pantry requested that the church take it on as one of its missions. In response we created the Keene Food Mission (KFM) which solicits donors to give toward an expanding program for our community. We have now partnered with other food programs to provide a wider range of support. Our goals for this year include developing guidelines for applying for assistance, expanding the food sources to include a local CSA, and raising awareness of the KFM in the community.

2. Suicide Prevention

There is a county wide consortium of providers who are involved in educating the public about suicidality and ways to help anyone who is considering suicide. Some of our church members participate in this consortium, attend events, and help with fundraising. Efforts have shown a reduction in the number of suicides in recent years. There are also members that have been training to respond to the family or a community that has suffered a tragic loss through a death by suicide. Next steps include:

- Partnering with the local fitness center to offer information and training.
- Educating the community about QPR (Question, Persuade, and Refer); a program that anyone can use to help in a situation including risk of suicide.
- Participating with the consortium of providers led by the head of the Community Services Board which oversees mental health in Essex County.

3. Retreats:

In 2023, as an outreach generated by a book group within the church, we embarked on a new initiative to create a special weekend retreat, grounded in the long tradition of bringing noted philosophers, thinkers, artists and religious leaders to the Adirondacks. Collaborating with the Keene Valley Library and partnering with the Presbytery of Utica, we were able to welcome John Philip Newell, Celtic teacher and author of spirituality, who calls the modern world to reawaken to the sacredness of Earth and every human being. Along with Cami Twilling, the Director of Earth and Soul, John Phillip Newell offered a weekend of book readings, film, teaching and retreat in our community. Over 80 local, regional and some out of state participants enjoyed John Phillip Newell's guidance and art that embodies his view of understanding and experiencing the love in all beings.

After this program, the church surveyed our wider community for other possible ways we could be of service. One of the top three recommendations from that survey was that we should continue to provide external speakers who can help us experience great teachers, artists, and thinkers. In 2024, we invited Pdraig O'Tuama, a distinguished Irish poet, theologian and mediator whose work centers around themes of language, power, conflict and religion. This second retreat was also well received in the community. In 2025, we had a local artist and church member, Martha Gallagher, provide a woman's spiritual retreat designed to bring forward a common voice through songs and poems from the heart.

We continue to explore opportunities to bring inspiring guests, with a possible focus on providing a musical experience.

4. Missions within the Church:

We have a long list of missions within the church that continue to provide education, entertainment and other opportunities for our membership and our community. Some of them are listed here:

- Weekly “Faith and Issues” book discussion
- Morning meditation group via Zoom
- Participation in Pride events in our region
- Choir and Bell Choir
- Adirondack Friends of Refugees and Immigrants - a mission in support of the many gifts from this diverse group of people in our communities
- A pollinator garden group
- Tuesday Book group
- Fellowship groups that assist with coffee hour preparation, flowers for the church sanctuary, groundskeeping volunteers, building maintenance volunteers, and more!

5. Missions providing outreach:

We also have a long history of impromptu outreach activities to assist those in need. This has included a holiday toy drive, Families First drive to provide turkeys to families in need at the holidays, collections of materials for refugees at the US/Canada border and similar for the people of Ukraine. We seek opportunities to help those who are affected by challenging circumstances near and far.

A minister for our church will need to provide weekly outreach to the senior living center across the street. A simple service with readings and hymns is very much welcomed.



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

We are here to give witness to and embody God’s love. “It is our commitment to help everyone grow in their faith to better serve their families, their community, and their world.” The ways we do it, the challenges we face, the commitment of our church community to this good work, is reflected throughout the many ministries of our church. In a world that can sometimes seem locked in shadow, the members and friends of our congregation pledge themselves to shine the light of God’s love, even when it is hard, even when the way forward might be uncertain.

We welcome our next minister to help us navigate the many challenges facing our local community, our country and our world. We need our minister to use the wisdom of the Bible to help deepen our foundations of faith and motivate us to be a light during tough times.

Describe several strengths or positive qualities of your congregation.

We take our Mission Statement seriously. We are proud of this statement and inspired by it: “To welcome people wherever they are on life’s journey, joining together in worship and spiritual exploration while striving lovingly to serve others with justice and compassion.” We are small but mighty and genuinely like and support each other with our various quirks. We are warm and welcoming. People are anxious to grow intellectually and spiritually. We are willing to put our time and money into the mission of the church. While we come from many religious backgrounds, we are connected by mission and message. While some of us love tradition we are still very open, though sometimes reluctantly, to changes in liturgy and opportunities.

We also are a unique congregation holding year-round members as well as seasonal or shared members. Being in a community that has a high number of summer residents, we almost work as several communities, depending on the time of year.

Describe what worship is like when your congregation gathers.

The main worship for this church is our Sunday morning worship at 10am. Worship takes place in our church sanctuary for those who can be present, and we also have church available through Zoom, allowing those from away to participate in the service. This is different from live streaming, whereas during the service, those on Zoom are asked to take themselves off mute and address the congregation, as if they were physically in the pews. The Zoom participants are called being in the “Zoom Pew”. We’ve upgraded our technology to make it easy for someone in the congregation to run the zoom session without leaving worship.

Our worship is based on sharing and reflecting upon scripture, supported by hymns, music and prayer. Our youth message is often interactive, giving our youngsters agency in their participation during worship. An integral part of our service is the communal sharing of the prayers of the faithful, giving the congregants the ability to voice their petitions and share their burdens and joys.

We have other means for worship in this congregation. We have book groups, a meditation group, celebrations of solstice events, a prayer group as well as committees which all have their own focus on what it is to be associated with our community. We wish to meet the community where they find their connection to God and faith - it may be celebrating Halloween on the church steps, blessing of our animals, supporting refugees in our community, participating in Pride events, having a food mission to support families in need. The mission activities of our church are broad and wide. Many are referred to earlier in this document. Our website has a list of the many different mission driven activities we offer.

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

For years, we have had many established groups in support of education and faith-based programming. We have a morning meditation group that meets online every day, and in addition to a time of silent contemplation, it has evolved into a sacred space of deep sharing and spiritual growth. Our Tuesday book group has explored topics as diverse as Celtic saints, the history of religion in art and the intersection of poetry and painting. Our group Faith and Issues is engaged in a quest to broaden their understanding of the divine through the study and debate

of contemporary spiritual texts. Right now they are reading *The Great Search* by John Phillip Newell and exploring how the earth and the divine are intrinsically bound together. Additionally, we have a choir, a bell choir, a prayer group and various other activities that come about based on a member's desire or aspirations.

We are challenged at bringing in young adults and children to our worship. We do have mission groups that attract younger adults, but with so many other opportunities for families to do on Sunday mornings, coming to worship has not been a priority. We offer a youth message and childcare as part of our Sunday worship, which is helpful. We continue to seek ways to meet younger adults and families where they are through solstice rituals and a Halloween celebration.

Describe how your congregation is organized for ministry and mission.

Our Bylaws reflect the governance of the church held by a church council, made up of 9 members who vote from the congregation (Moderator, Vice Moderator, Treasurer, Secretary, 2 Delegates to the UCC Conference and 3 At Large Delegates). The Council also includes all committee chairs that have leadership responsibilities in the Church. The Church Council meets once a month on the 4th Tuesday at 5:00pm for just over an hour either by Zoom or in person and is open to the congregation. All committee or task force chairs are requested to submit a report on their activities as well as to attend. The Moderator provides an agenda for discussion at the meeting in advance. Any issues that need to be addressed are made openly and with compassion for the decisions that may need to be made.

Minutes of the council meeting are taken and provided on our website for members to view.

Committees are organized by interest. There are some standing committees such as Buildings, Finance and Grounds that meet regularly to work through what is important to them. Committees work to operate within council approved budgets.

We will provide both our Bylaws and our last annual report upon request.

3b. 11-YEAR REPORT



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

Church: 1500 - Keene Valley Congregational Church UCC - Keene Valley, NY

Assoc/Conf: North Country in New York

Schedule: 0 - UCC Church

Year	AVG Weekly CHR ED / Faith					Transfer Or Death Or Trans			Net Membs Adds-
	Members	Attendance	Form	Confirmation	Confession	Reaffirm	Out	Other Losses	
2014	-25	60	10	-	-	-	5	-	-5
2015	1	60	25	-	-	5	4	-	1
2016	-	60	25	-	-	-	-	-	-
2017	-	60	25	-	-	-	-	-	-
2018	-16	62	32	-	17	-	9	-	8
2019	-	62	32	-	-	-	-	-	-
2020	-	62	32	-	-	-	-	-	-
2021	-	62	32	-	-	-	-	-	-
2022	-	62	32	-	-	-	-	-	-
2023	-	62	32	-	-	-	-	-	-
2024	187	62	32	-	-	-	-	-	-

Year	Current Expenses	Capital Payments	Basic Support	Additional UCC Giving	Total OCWM	Other Support	Wider Basic Mission	Supp % Curr Local	Total Expend	Pledges And Offerings
2014	\$152,914.00	\$6,458.00	\$6,000.00	\$0.00	\$0.00	\$4,862.00	\$4,862.00	4%	\$164,234.00	\$114,242.00
2015	\$175,406.00	\$0.00	\$6,000.00	\$0.00	\$0.00	\$0.00	\$0.00	3%	\$175,406.00	\$0.00
2016	\$175,406.00	\$0.00	\$6,000.00	\$0.00	\$0.00	\$0.00	\$0.00	3%	\$175,406.00	\$0.00
2017	\$175,406.00	\$0.00	\$6,250.00	\$0.00	\$0.00	\$0.00	\$0.00	4%	\$175,406.00	\$0.00
2018	\$175,406.00	\$0.00	\$6,185.00	\$0.00	\$0.00	\$0.00	\$0.00	4%	\$175,406.00	\$0.00
2019	\$175,406.00	\$0.00	\$6,300.00	\$0.00	\$0.00	\$0.00	\$0.00	4%	\$175,406.00	\$0.00
2020	\$175,406.00	\$0.00	\$6,300.00	\$0.00	\$0.00	\$0.00	\$0.00	4%	\$175,406.00	\$0.00
2021	\$175,406.00	\$0.00	\$6,300.00	\$0.00	\$0.00	\$0.00	\$0.00	4%	\$175,406.00	\$0.00
2022	\$175,406.00	\$0.00	\$6,363.00	\$0.00	\$0.00	\$0.00	\$0.00	4%	\$175,406.00	\$0.00
2023	\$175,406.00	\$0.00	\$6,363.00	\$0.00	\$0.00	\$0.00	\$0.00	4%	\$175,406.00	\$0.00
2024	\$175,406.00	\$0.00	\$6,363.00	\$0.00	\$0.00	\$0.00	\$0.00	4%	\$175,406.00	\$0.00

% Change	Members	Avg Weekly Attendance	CHR ED/ Faith Form	Total Additions	Total Removals	Curr Local Expenses	Total OCWM	Total Expenditures
2019 - 2024	187	0.00	0.00	0	0	0.00	0.0	0.00
2014 - 2024	187	3.33	220.00	0	-100.00	14.71	0.0	6.80

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	99	yes
Number of active non-members:	70	yes

Total of church participants (sum of the numbers above):	169	
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Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60%	
Less than 10, more than 5 years:	30	
Less than 5 years:	10	

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>
				10	10	25	30	90	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	2	yes
Households with minors:	15	yes
Single adults age 35-65:	5	yes
Joint households with no minors:	60	yes
Single adults over 65:	10	yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:		
College:	60	yes
Graduate School:	15	yes
Specialty Training:	10	yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	18	yes
Adults who are retired:	80	yes
Adults who are not fully employed:	2	yes

Describe the range of occupations of working adults in the congregation: Business, health care, education, trades. This is a service economy based primarily in tourism.

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? Mostly Caucasian

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: (should diversity include different backgrounds such as church diversity, etc).

We had a zoom meeting with conference ministers on November 11th, 2025 to review and discuss the results of our WDI survey. As anticipated, we are a very aligned congregation, with many of the answers on diversity being nearly unanimous amongst the 63 respondents. We welcome diverse styles of preaching, a minister who is LGBTQIA+, Differently abled, a Person of Color or a Female. We believe in parity of wages, parental leave, using gender inclusive language and an environment free of sexual harassment. We may need some education on mental health challenges as we’ve had little discussion on the topic. We feel this was a very valuable exercise and are especially thankful for the number of participants and an overall consensus of opinion regarding the acceptance of all people and backgrounds.

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	20	Lay leaders
Baptisms (<i>number last year</i>)	0	
Children's Groups or Classes		
Christmas Eve and Easter Worship	Over 100	Minister
Church-wide Meals		
Choirs and Music Groups	30	Music Director
Church-based Bible Study		
Communion (<i>served how often?</i>)	Once month	Minister
Community Meals		
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program		
Funerals (<i>number last year</i>)	3	Minister
Intergenerational Groups		
Outdoor Worship	1	Minister
Prayer or Meditation Groups	5	Lay person
Public Advocacy Work	8	Lay person
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	2	Minister
Worship (time slot: __ 10 AM ____)	50	Minister
Worship (time slot: _____)		
Young Adult Groups or Classes		

Youth Groups or Classes		
Other		

Additional comments:

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)
Laurin McArthur	No	Presbyterian	Ordained Minister	Yes
Susie Allen	No	UCC	Ordained Minister	Yes
Jenifer Deming	No	UCC	Ordained Minister	Yes
Michael Caldwell	No	UCC	Ordained Minister	No

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:

All of these ministers are regular members of our congregation, including their family members.

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
Office Manager	Elizabeth Jaques	Part time	Pastor	30 + years
Music Director	Robert Hastings	Part time	Pastor	20 years

Accompanist	Lynn DeWalt	Part time	Pastor	15 years
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REFLECTION

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

We feel fortunate to have such wonderful, active ministers in our congregation. In addition, we have 6 lay members who have preached for us if the need is there. Additionally, many of our church members are very active in other ministries and organizations. We are known for having a strong group of active community members as part of our congregation.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$115,000
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$73,320
Endowment Draw <i>(beyond what is permitted by spending policy, “drawing down the principal”)</i>	\$0
Fundraising Events	\$8,500
Gifts Designated for a Specific Purpose	\$400
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$17,524
Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$0
Transfers from Special Accounts	\$0
Other (specify): Bequest to the Church	\$100,000
Other (specify):	\$0

TOTAL	\$314,744
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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.

Approved Budget from the Annual Meeting held on February 2, 2025

\$	Approved 2025 Budget	Actual 2024 Income Stmt.	Chg vs 12 mos
Bequest Income	100,000	180,000	-44%
Endowment Draw	73,320	74,780	-2%
Pledges	110,000	94,270	17%
Plate	5000	3,514	42%
Rental Income	17524	17,524	0
Church Bazaar	8,500	8,007	6%
Other Income	400	1,180	-66%
Total Income	314,744	381,703	-18%
Staff Expense	167,157	153,875	9%
General Expenses	9,640	8,856	9%
Grounds+Building	18,925	20,031	-6%
Ministry Expenses	5,060	3,567	42%
Denomination	8,300	8,943	-7%
Utilities+Taxes	20,650	19,905	4%

Transfer to Endowment, Adjustments	0	75,266	-
Total Expenses	229,732	290,443	-24%
Investment Income	11,700	5,991	95%
Net of AMS funds	-100,000	-100,000	-
Net Income (Loss) net of AMS Bequest	-3,288	-2,749	-19.6%

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

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 the operating budget, what is that percentage? (*recommended 10%*)

What is the church's current indebtedness? The church has no debt.

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.

The building committee provides an update on possible building improvements to be considered monthly for the Church Council minutes. If a project is in need of funding, the building committee will review the project with the finance committee. The Finance committee will see

if there are sufficient funds in our reserves to pay for the project. If they find sufficient funds, they would approve the expenditure and provide that information to the council.

If the church has had capital campaigns in the last ten years, describe: None. The last capital campaign was for remodeling the church kitchen, which was at least 20 years ago.

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.

Does your church have an endowment? Yes

What is the market value of the assets? Approx \$1,730,000

Are funds drawn as needed, regularly, or under certain circumstances? Per our annual budget, we draw 5% to the Operating Budget from the Endowment based on a 3-year rolling average.

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

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

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

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$44,000

Investments (other than endowment): \$420,000

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: estimated \$1,500/month (currently not rented)

How is the parsonage used? The parsonage is currently being renovated. It is a two story building which also houses the church office and pastor's meeting room.

Street / City / State / Zip: 1787 NYS Route 73, Keene Valley, NY 12943

Finished square footage:

Number of Bedrooms, Number of Bathrooms: 3 Bedrooms, 1 ½ Bathrooms

Assessed real estate value: \$400,000

Available for minister residence: Y/N Yes

Expected minister residence: Y/N Yes

Condition of structure, systems and appliances Generally good condition

Entity in the church responsible for review and needed repairs Buildings committee

Describe all buildings owned by the church: The church owns the Sanctuary which has an assembly room, kitchen and childcare area all as one contiguous building. It also owns a house which is considered the parsonage and the church office space. Additionally, the church has a 3 stall garage.

Describe non-owned buildings or space used or rented by the church: None.

Which spaces are accessible to wheelchairs? The church sanctuary and all its rooms are accessible to wheelchairs.

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

The church's financial position is strong. We have an endowment that is 50% characterized with ESG investments per our covenant with Creation Justice. We have a fund created by a deceased donor's foundation which is providing us with \$400,000 to be utilized for the perpetuation of the church with self-imposed guardrails. We receive pledge revenue annually, which seems to meet the needs of creating a nearly balanced budget. And we continue to

support various missions of the church through specific fund drives as well as budgeted expenses.

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.

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

1. COVID changed our church. When our church was shut down in March 2020 due to concerns about spreading the disease, a technology-oriented member of the community offered to help us build an interactive way for all of us to participate in the Sunday services. Within just one week, we were up and running. Since then, online services are a large part of our experience. During worship, we hold hybrid services. As reflected in our by-laws, we allow for members who participate via Zoom to vote. Groups like our Faith and Issues Book Group, Tuesday Poetry Group, Daily Meditation Groups and others rely on Zoom to keep us together. This has allowed our summer residents to participate year around, and others who know us from Nova Scotia to England to New Hampshire to Washington DC to fully participate. We see no distinction between our “Zoom online pew” and those within the sanctuary.
2. Open and Affirming process changed us. While we have always been welcoming of LGBTQI+ members, we made an explicit, intentional effort to think more about how we can provide love in a community longing for spiritual connection in many ways. We participate in Pride parades, offering weddings to this community and recently have added allowing naming ceremonies. Our flag, which is on our front sign for the church, signifies our support for this community and all it provides.
3. Becoming a Creation Justice Church. We believe the global environmental crisis is a profound spiritual challenge. As a Creation Justice Church, we commit to healing the Earth, advocating for climate justice, and expanding our compassion to all living beings. We have incorporated this covenant in many ways: adjusted some of our investment in our Endowment towards ESG (environmental, social and governance investment), built a pollinator garden in support of our environment, and put in place a recycling and composting program.

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.

We struggle with an apparent and overwhelming need of the community and our ability to meet this need. The Church Council works hard at trying to say “yes” to all good initiatives. That involves assessing requests based on mission:

- Is the scope of this request within our existing mission? If not, should we form a group to discern whether or not this is a good time to think about it? etc.
- If the scope is within the mission, do we currently have the resources (people and financial) to execute the new idea?

This process seems to work well for us. Transparency is key. It requires careful, gentle, sensitive communication.

As for interpersonal conflict, most issues are raised to the executive committee level (Moderator, Vice-Moderator, Treasurer and Secretary). After careful discussion, it is determined whether we need to bring a conflict to the level of the council or would be able to utilize one of our many retired ministers to help mitigate any issues raised. In general, this path leads to successful resolutions.

Ministerial History (*include all previous ministerial staff for the past 30 years*) (Fritz & Annie & Liz) look at interim profile

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. John Sampson	8.5	Yes - transferred
Rev. Milton Dudley	20	Yes - retired

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

Our church has learned that it is important for any minister who wishes to enjoy their life in our community, they must appreciate the offering in our part of the Adirondacks. Whether that is taking advantage of all the outdoor activities year-round or engaging in social activities or being present in the school or libraries, they need to feel a sense of being part of the community and not get all their enjoyment solely from the church.

Has any past leader left under pressure or by involuntary termination? No

Has your church been involved in a Situational Support Consultation? No

Has a past pastor been the subject of a Fitness Review while at your church? No



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 community is in a very special physical environment, but we also have an interesting political milieu. The church and the village are thought of as being politically left leaning, but the surrounding area tends to be mostly right leaning. We find through our missions and ministry; we need to be true to our value of welcoming people of all political perspectives so we can embrace all members who wish to worship with us. Listed here are some of the most recent mission driven activities by the church membership.

1. Creation Justice Church and Sun Day

Our Church officially became a Creation Justice church in 2021, following a year of discernment and action. Since then, we have been actively involved in several initiatives, including maintaining a large demonstration (pollinator and vegetable) garden, implementing cleaner waste disposal methods, using green cleaning agents, (installing LED light bulbs throughout the church) and advocating for environmental justice.

Recently, we collaborated with environmental activist Bill McKibben to bring Sun Day to Keene Valley. Our congregante, Rev. Katharine Preston, is currently leading a local action group and led our worship service, which focused on this advocacy. Our church is proud to be a visible co-sponsor and active participant in this environmental effort.

2. Open and Affirming and Pride

Since 2018, we have been an Open and Affirming Church. We are more than the flag we proudly display on our church sign; we actively seek to widen our circle through our active participation in Pride parades and National Coming Out Day, support for the Adirondack Diversity Initiative, hosting marriages and naming ceremonies.

3. US State Department WelcomeCORPS

In January of 2023, the State Department created a new way, known as Welcome Corps, for organizations to sponsor refugees seeking to live in the United States. A small group of congregants began to be trained, to look at our resources and limitations, and to write a plan for sponsorship that was accepted by the State Department in June of that year. Along the way, we held information sessions, raised money privately, and sought volunteers. Repeatedly, we have witnessed the hand of providence providing furniture, clothing, houseware, food, and money. We raised over \$8,000, all now spent, and received a great many in-kind contributions. The response of the community has been incredible.

In September, we welcomed Racheal and Naome Mukangamo, sisters, from Uganda at the time of their immigration. They were happy working at the North Country School and the Keene Valley Library. Although it was not a goal, Racheal and Naomi attended KVCC regularly. Many volunteers gave their transportation for work and shopping, hospitality, language development, finance, and other needs. We were one of the first fifty groups in the country and the first in northern New York to welcome refugees through this new program. Being on the leading edge has brought challenges, and we are grateful for all the help in meeting those challenges.

Racheal is now settled with family in Ohio. Naome remains a committed part of our community. Both have obtained their green card and will work toward their citizenship in the future.

4. Adirondack Friends of Refugee and Immigrants (AFRI)

<https://www.adirondack-friends-of-refugees.com/>

AFRI was formed in 2016 in response to the Syrian refugee crisis. A diverse group of community members, initially gathered at our church, came together with a shared desire to support refugees in the North Country and beyond. After several years of dedicated work,

AFRI recently approached our Congregation with an interest in becoming a formal mission under our name. Following careful and thoughtful consideration, the Church Council enthusiastically endorsed and supported this partnership in 2025.

AFRI has recently adopted a new project called "She Deserves More," initiated by one of our own congregants, a Ugandan refugee. Naome Mukangamo writes "At She Deserves More, we believe every girl deserves to live with dignity and confidence, regardless of her circumstances. Our mission is to provide essential hygiene and dignity kits to girls in need, ensuring they can attend school, participate in community life, and reach their full potential without interruption or shame." The next steps are:

- To continue to develop a Ugandan factory where local women will make the dignity kits, creating 1,000 Dignity Kits for Christmas delivery, and
- To fundraise to support the project's goals.

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

We have two delegates to the UCC Conference that represent our church at each annual conference. We also plan to regularly participate in the North Country Association, our association. We have not attended the national synod, but if the opportunity arose to attend, we may send a delegate. We receive the NY Happenings email which educates us on all things involving the NY Conference and wish to continue our work with their programs. We also are in early discussions about becoming a Just Peace church, which is supported by the UCC.

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. (Fritz & Annie - covenants)

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input checked="" 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 checked="" 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 hope our minister will educate us on the offerings supported by the UCC and allow us to determine if we wish to covenant other designations.

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

Our community has only two other churches: A Catholic Church and a seasonal Episcopalian Church. We do have friendly relationships with both. Any outreach from our church community to other faith communities is provided by our members who may participate in multiple faith-based organizations. We have members that are joint members of their home church and ours.

We had a presentation on the history of antisemitism in 2023, in response to social issues at that time. The presentation featured the President of the Lake Placid Temple, the Rabbi of Beth Israel in Plattsburgh, a speaker from the Holocaust Survivors who shared a video and our gentile Congregant who is married to a Jewish man. Participants in the pews were deeply moved by the stories. And our guests were particularly moved that a Christian congregation held this presentation on Sunday.

We also host quarterly solstice/equinox services, involving meditation, singing, and readings. These services along with our periodic labyrinth tie into our Creation Justice and vision for our connectedness with Earth. Many who participate in these services generally do not come to our Sunday worship service. However, they think of our church as being a supporter of their spiritual journey.

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.

The mission of our church is to welcome people wherever they are on life's journey, joining together in worship and spiritual exploration while striving lovingly to serve others with justice and compassion. Everything seems to be associated with our mission. A review of our small group list alone indicates mission alignment. Regarding "bureaucracy," we believe that our Council meetings help lead our church across various groups to assure alignment with the vision. In general, each group represented on Council is empowered to pursue their calling as

they deem appropriate. For new initiatives, we assess it as follows. Once we believe a new idea is within the scope of our mission of love, we identify interested congregants and make sure we have a budget to cover costs. Council supports new initiatives easily, steering away from over processing. From there, we are all about developing a plan and moving to action.

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?

As we increase our presence in the community, we believe that a significant portion of their job is to engage and be part of our community. We seek an outgoing minister who understands their role beyond our church and its current congregants. In the past, we have had ministers attend school ball games, join the volunteer fire department, hang out in a local coffee shop as part of a gentle presence and outreach. A successful minister would find being an active part of our community not only rewarding for themselves but also would find their acceptance into our community overwhelmingly welcoming.

We also understand that our minister should find ways to engage with the wider UCC community, sharing experiences at our church, learning from others and finding ways to feel supported by the larger church.

4b. MISSION InSite/ ARDA Data tools

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

The report allowed us to view both our town as well as the general area where our church members live. Our community view is that we have a sizable population of locally raised families who depend on the local economy for their work as well as a sizable population that is retired, of higher means and aged. What we experience in our church is a greater draw of the aged population. Families have so many options for them on Sundays than ever before. And being in a recreation area draws them to so many outdoor opportunities. This is a problem that has been in existence for decades.

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 would like to hope that more members of our community would take advantage of our offerings and missions and become involved in church activities. We reach out in so many ways, and many of those do draw people into the church without seeing them in the pews on Sunday mornings. This dynamic brings those that do not come to church into the community and makes it so they do consider us to be their church.

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

We believe that the demographics of our community do not shape the ministry of our church. The church members that we attract are diverse in their faith backgrounds and that tends more to shape the ministry than the demographic makeup of our community.

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

Our Church members are held in high regard by our community leaders. Most of our church members are involved in other non-profit organizations including our local library, the school and preschool, the eldercare home and the veteran's organization. They are active volunteers. Many members are small business owners, and several are involved in local governance.

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

Most would say that they were made to feel welcome regardless of why they walked through our sanctuary doors. We've also heard that people say that our pride flag flying in front of the church drew them to us. Others were approached and encouraged to attend. Some were told that their talents in music would be a wonderful addition to our church. No matter how they were asked, the ones that attended tended to stay with us. Although we know we would lose some members due to our transition from one settled pastor to another, for the most part, those were very few from what we've observed.



5. REFERENCES

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

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

REFERENCE 1

Bobbi Perez/ Adirondack Friends of Refugees and Immigrants founder and community leader
Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)
(802) 233-6332 / perezgonehome@gmail.com / congregant

REFERENCE 2

Bob Andrews and Peg Wilson/ Community neighbors/ Involved in Solstice/Equinox services
(Telephone / Email / Relationship to the Congregation)
(518) 524-2621 / aghd55@gmail.com / (518) 576-9011 / pegwilson9011@gmail.com

REFERENCE 3

Kathy Wiegand - Accompanist / Involved with St. Brendan’s Catholic Church, Keene, NY
(Telephone / Email / Relationship to the Congregation)
(914) 500-5236 / kathywieg@gmail.com

PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.

Our website is a wonderful resource to learn much more about our church. www.kvccny.com.

6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

This is a prayer for welcoming new members:

We, the members of Keene Valley Congregational Church, United Church of Christ, welcome you into our church. We do not presume to tell you what you must believe, for ours is a community of free inquiry and searching. We promise to share with you our experience of faith and ask that you share yourselves with us. In this way we shall learn from one another, grow stronger and become more faithful to God as servants to all people. Amen.

This is a statement describing the Keene Valley Congregational Church UCC:

- It is a lovely, classically simple, unadorned building at the center of Keene Valley which radiates a sense of peace and spiritual comfort.
- It is a community - As equally beloved children of God, all human beings are brothers and sisters, one human family, no matter how great differences of experience and of understanding. The presence of the Spirit may illuminate a gathered group as well as an individual heart and bind the group together in a community of faith, conscience and experience.
- It is an accepting place - Where those whose search has not ended are welcome.
- It is a place where all are valued - Where decisions large and significantly small are made by the Congregation within a spiritual framework.
- It is a place of balance – Where seriousness and playfulness coexist; where the unexpected sometimes occurs.

Our closing prayer:

We offer a prayer of **gratitude** for those who have gone before us and had provided spiritual guidance, challenges, and leadership and for those who have sought consensus and provided the basis of this profile. We are grateful for this community.

We pray for **faith** that God has a plan for us and that the Spirit is working on our behalf to match us with the person we need now.

We pray in **hope** that we continue to meet challenges in the spirit of Christ's love and with the commitment with which we close each service: To do justice, love kindness and walk humbly with our God.

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 a 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 Church Search Committee: Fritz Sabbow, Moderator, Annie Scavo, Vice-Moderator, Elizabeth Davidson, Sam Fisk, Larry Shipps, Pam Gothner, Linda D'Avignon, Liz Jaques, Jo Husslein, Howard Husslein, Anne Hurd, Daniel Larson and Henrietta Jordan.
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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: *Marjorie Purnine*

Name / Title: Rev. Dr. Marjorie Purnine, Associate Conference Minister

Email: mpurnine@uccny.org

Phone: 315-446-3073

Date: December 15, 2025

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22