



Vermont Conference, UCC Electronic Keeping in Touch

EQUIPPING CONGREGATIONS FOR CHRIST'S
MINISTRY AND MISSION TODAY AND TOMORROW

E-Kit

May 31, 2017

Quick Links

[Our Website](#)

[Our Calendar](#)

[Directory](#)

[Staff](#)

[Summer Camp](#)

[Vt School of Ministry](#)

[Annual Meeting Page](#)

[Newsletter Archive](#)

In This Issue

[UCC News & Updates](#)

[Food for Thought](#)

Donate Online

Vermont Conference News

Pam Lucas will be preaching in Ludlow and then attending Brigid Farrell's Farewell Service.

~~~~~

Prayers are requested for Johanna Harpster, wife of Donald Harpster of the United Church of Ludlow.

~~~~~

For Alison Jacobs of the United Church of Bellows Falls for the loss of her husband Joe.

~~~~~

For Allan Baer, husband of Sherry Baer of the United Church of Northfield.

~~~~~

Greetings!

Generational Stewardship

Working with churches from all over the Conference, I get to see firsthand how our polity informs (or, rather, doesn't inform) how we do basic bedrock functions such as governance or stewardship. So many differences. What is also interesting is the way in which some things are consistent no matter how we organize ourselves.

I'm thinking about stewardship in particular. One of the areas of congregational life that is undergoing a significant change is how we 'do' Stewardship, from annual pledge drives to capital campaigns and planned giving. I attended a workshop titled "Generational Differences in Stewardship Development," led by Rev. Susan Snook, Church Planter for the Episcopal Church. She made the point very well that how we do Stewardship for the younger generations (later baby Boomers, Gen Xers, Millennials) has to be different than the way we're used to. You cannot use the same voice to speak to all and expect all to hear. The GI/Silent/"Greatest" generations, particularly after World War II, valued strong institutions. They dove in and participated and financially supported for reasons such as:

- To meet societal expectations
- For Institution building, teamwork, or responsibility
- To pay their fair share
- Or to leave a legacy

When doing stewardship with younger generations, asking them to "fulfill their obligation" is not going to find a receptive audience. What other things do we know about them?

- They are hard working and have complex schedules. (as do their kids)
- Their time is often more precious than money.
- They need to understand the congregation's vision, not the budget. They value transparency - over half will not connect to an organization unless they feel a personal connection or trust in leadership.
- They are reluctant to commit; more likely to take part in "Micro-Volunteering" than a multi-year commitment to a committee. But they do volunteer: in a 2010 survey, 79% of Millennials volunteered for organizations.
- They are focused on mission: helping the poor, caring for the environment, and enrichment for their children. They value outreach and tangible results. 85% of Millennials said they are motivated to give by a compelling mission or cause.

If your congregation mostly exists to worship on Sunday and share fellowship, it's not going to be very attractive to younger generations. If, instead, your congregation exists to serve - then you have a missional focus that will connect with them and be valued. And that value will express itself in participation and financial support.

Board of Directors Meeting
at the Conference Office on
Saturday June 3, 2017.



[UCC News and Updates](#)



'Be the Church' planning and
assessment guide built to
support mission, vitality

Pacific School of Religion
seminarians get up-close look
at putting faith in action

'One Faith, One Lord, One
Baptism' to commemorate the
500th Anniversary of the
Reformation

Global Ministries delegation
provides presence and support
for peace process in Colombia

Commentary: Sanctuary Rising:
Lifting up hope in times of fear
and hate

As Wendy's defies joining Fair
Food Program, General Synod
to consider boycott for
farmworker justice

[More UCC news](#)



Click image for more information.



Food for Thought

Focus Reading:
Acts 2:1-21

N.T. Wright, 21st century

Let me say it this way: if you speak with one voice to multiple generations, at least some of them will not hear you. The irony is that despite being perhaps the best positioned mainline denomination (in terms of polity and theology) to connect with Millennials, we do so poorly, because we speak to them as though they are their grandparents.

And really, I'm not just talking about stewardship anymore. But I'll bet you knew that.

One last thing: If the only way to make a financial contribution on Sunday morning is by a plate being passed around, you really shouldn't expect Millennials to give. Most of them don't carry much cash or a checkbook. There is no better reason for promoting electronic giving (including a QR code in your bulletin) than that.



Peace,

Jim

Rev. Jim Thomas
Associate Conference Minister for
Stewardship, Church Vitality and Finance

Did you forget that it was Information Review Time?

The 2017 Information Review for Authorized Ministers was due on May 31st.

If you have any questions--or need to have the form sent to you again--[please email Conference Ministries Coordinator Jesse Davis.](#)

Thank you!

~~~~~

**Dillard Henderson Scholarship**

Celebrating its historic ties to Dillard University, a historically black university in New Orleans, in 2004 the Vermont Conference established the George Washington Henderson Scholarship at Dillard University. Six years later the Conference's contributions to the Dillard Henderson Scholarship had reached the minimum funding level of \$25,000 in order for Dillard to commence granting scholarships to its students from the Henderson Scholarship Fund. In 2012, the Conference passed a resolution ([http://www.vtcucc.org/docs/Annual%20Meeting/2012/first\\_posting/DocumentC.pdf](http://www.vtcucc.org/docs/Annual%20Meeting/2012/first_posting/DocumentC.pdf)) to commit the Conference to expand the Dillard Henderson Scholarship Fund by dedicating its odd year Annual Meeting offerings to the Fund; the 2017 Annual Meeting offering raised \$1,392 for the Dillard Henderson Scholarship Fund. If your congregation would be interested in making its own contribution to the Fund, please contact Jeanne Zammataro [atjzammataro@aol.com](mailto:atjzammataro@aol.com) to receive a Dillard University brochure.

-----

**River of Life Pilgrimage on the Connecticut River: May 31-July 9**

The River of Life Pilgrimage, which was announced at Annual Meeting, will launch today, May 31, and proceed down the Connecticut River for the next forty days. This exciting venture in watershed awareness, spirituality and stewardship is sponsored by the NH and VT Diocese of the Episcopal Church, and welcomes people of all faiths to participate. Water is central to life, and living, flowing rivers have played an integral role in ecological, social, economic and spiritual practice worldwide since time immemorial. The Connecticut River is a prime example of a river carrying the lifeblood of a region. Here are several ways you and/or your congregation can participate:

1. Join the Pilgrimage for one of the segments of the trip, (register on the web-site) or for one of several one-day shorter sections of the trip (registration

"Those in whom the Spirit comes to live are God's new Temple. They are, individually and corporately, places where heaven and earth meet."

Adelaide Anne Procter, 19th century

"Dreams grow holy put in action."  
African Proverb, Ghana  
"If you want to speak to God, tell it to the wind."

Catherine the Great, 18th century

"A great wind is blowing, and that gives you either imagination or a headache."

Ralph Waldo Emerson, 19th century

"This time, like all times, is a very good one if we but know what to do with it."

Howard Thurman, 20th century

"Don't ask yourself what the world needs. Ask yourself what makes you come alive, and go do that, because what the world needs is people who have come alive."

L.J. Suenens, 20th century

"I believe in the surprises of the Holy Spirit."

Friedrich Nietzsche, 19th century

"A sedentary life is the real sin against the Holy Spirit. Only those thoughts that come by walking have any value."

Billy Graham, 21st century

"Many people have come to Christ as a result of my participation in presenting the Gospel to them. It's all the work of the Holy Spirit."

Ralph Waldo Emerson, 19th century

"Nothing great was ever achieved without enthusiasm."

not necessary, though suggested.)

2. 2. Participate in some of the activities along the shore, especially each weekend at hub locations in the Upper Valley (June 16-18) and Brattleboro (June 25) - see web-site for details.
3. 3. Incorporate the pilgrimage into your Sunday worship, or your personal devotions, by including prayers or readings from the "River of Life Prayer Book" which can be downloaded from the web-site or purchased. (See "Join us ... as a Pilgrim in Prayer.")
4. 4. Paddle on your own body of water, and join in the spirit of the pilgrimage with the Prayer Book.

For more information on the Pilgrimage, see <http://kairosearth.org/river/>,

## Employment Opportunities!

-----  
CHURCH MUSICIAN Job Opening, Thetford Hill, VT  
First Congregational Church of Thetford

Progressive, Open and Affirming UCC congregation seeks Choir Director/Accompanist to provide keyboard music (piano and/or Rieger organ) and direct our choir for Sunday services.

Come join with our community and create music in our beautiful, acoustically wonderful sanctuary.

Begin September 2017 More details at our website [thetfordhillchurch.org](http://thetfordhillchurch.org).  
[office@thetfordhillchurch.org](mailto:office@thetfordhillchurch.org) or call 802-785-2915

### Music Director Needed!

Job Description/Offer: Charlotte Congregational Church, U.C.C. seeks PT Music Director.

Church is GLBTQ friendly. Job includes: Accompanying congregational singing, leading Thursday night rehearsals, conducting the adult choir for Sunday morning worship services at 10am and for other occasional services. Regular planning meetings with the senior and associate pastors are part of the position. Email: [scookekitt@mac.com](mailto:scookekitt@mac.com)

### Administrative Assistant Wanted!

First Congregational Church of West Brattleboro  
8-10 hours/week

Position includes: Composition, compilation, and printing of the weekly bulletin and monthly newsletter. Maintenance and updating of the signs, bulletin boards, church website and Facebook page. Compilation of the Annual Report and the yearly statistical report for the Vermont Conference. Facilitation of communication between members, committees, church leadership, and lay persons. Maintenance of attendance and membership records. Receiving, sorting, and passing along electronic, voice, and paper mail; placing orders as needed; filling out check requests. Co-ordinating rentals of the church space and advertising church events. Preparing materials and personnel for funerals and weddings. Sweet-talking the cantankerous copier.

Applicants should possess reliability, an organized mind, and good language and computer skills. Compensation competitive.

Contact Jeff Brewer: [grmtbrew@comcast.net](mailto:grmtbrew@comcast.net)  
or 802-380-8184

### Organist/Choir Director Needed!

Application  
Email:

[welcome@fccej.org](mailto:welcome@fccej.org)

Oliver Wendell Holmes, 19th century

"It's faith in something and enthusiasm for something that makes a life worth living."

-----

### Resources from WorshipWell

Be sure to check out the worship resources available at:



[worshipwell.church](http://worshipwell.church)

Job Description/Offer: First Church of Essex Junction, U.C.C. seeks PT Organist/Choir Director. Church is GLBTQ friendly. Job includes coord. music program, directing adult choirs, and playing organ & piano @ 2 services [beautifully refurbished 1928 Estey organ / Young Chang baby grand].

Email cover letter and resume to [FCCEJmusicsearch@gmail.com](mailto:FCCEJmusicsearch@gmail.com) or mail to FCCEJ Music Search, 1 Church Street, Essex Junction VT 05452.

Church office 802-878-5745.  
First Congregational Church of Essex Junction

Website:  
[www.fccej.org](http://www.fccej.org)

-----

Music Director  
Second Congregational Church, Hyde Park, VT

We are an active and friendly congregation of people who love our church and our music. We are looking for an individual with a love of music, and a musical background, to lead our music program. We are blessed with a beautiful pipe organ, baby grand piano and vibrant choir. Our ideal Music Director would be proficient with, and enjoy playing the organ and piano, be able to sight read music and direct and grow our Choir and music program. Part time, paid position. If this sounds interesting, we would love to talk with you about our program and what we can create together. Please email: Second Congregational Church [2congo@myfairpoint.net](mailto:2congo@myfairpoint.net)



**Thank You for Reading**  
**An Open and Affirming Conference**  
[For the E-Kit Archive](#)

