

Belmont

United Methodist Church



A COMMUNITY OF
CHRIST-FOLLOWERS
GROWING IN LOVE OF
GOD AND NEIGHBOR.

STRATEGIC PLAN

2024 – 2026



WELCOMING STATEMENT

We believe every person is of sacred worth and created in God's image. We commit to Jesus' example of inclusive love, care, and intentional hospitality with every race, ethnicity, age, sexual orientation, gender identity, marital status, faith story, physical or mental ability, economic status, or political perspective. We respect our diversity of opinion and expressions of faith. Therefore, as God loves us, so let us love and serve in the name of Christ.

VALUES

**Spiritual Growth and
Discipleship**

Engagement and Hospitality

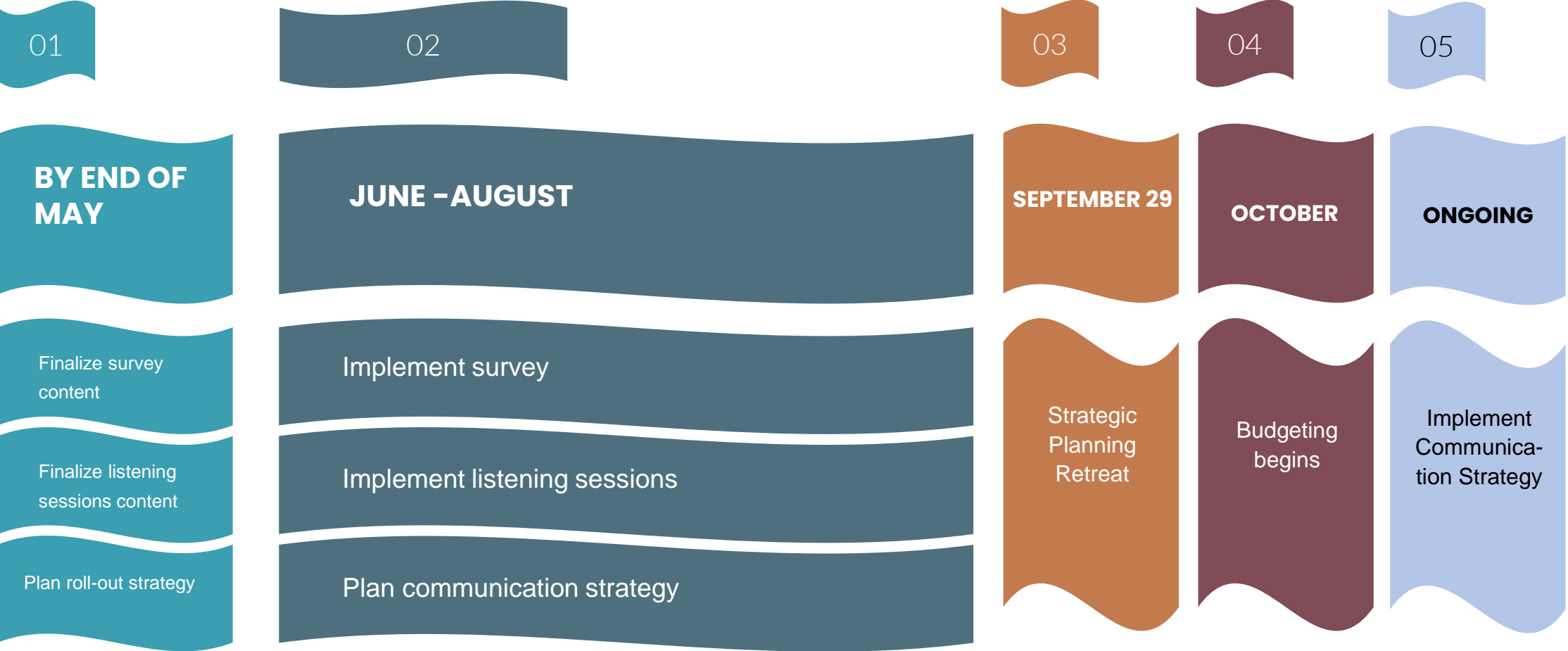
**Diversity, Equity, Inclusion,
Belonging**

**Outreach, Mission, Social
Justice**

**Communication, Transparency,
Reconciliation**

OUR 2024 PROCESS

2024 TIMELINE





STRATEGIC PLANNING TASK FORCE

- Pam Auble, Co-Chair (Chair of Administrative Board)
 - Gretchen Napier, Co-Chair (Staff Parish Relations Committee Chair)
 - Steve Bryant (Outreach Chair and Ministry Council Co-chair)
 - Jeff Sheehan (Past Chair of Administrative Board)
 - Mike Engle (Past Advocacy Committee Chair, current GTF liaison)
 - Lucian Geise (Vice Chair of Administrative Board)
 - Erin Pearce (Young Adult, Choir Member)
 - Paul Purdue, Senior Pastor
 - Heather Harriss, Senior Associate Pastor
 - Matt Webb, Director of Music Ministries
 - Emma Bushong, Director of Ministry with Young People
 - Amy Cooper, Director of Children's Choirs and Acting Director of Ministry to Children
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INFORMATION GATHERED

Listening Sessions - 12

Surveys Completed – 253
(215 from congregation)

12 LISTENING SESSION GROUPS

- Simplicity Class
 - Seekers Class
 - Graham Inquirers Class
 - Covenant Class
 - GIFT class
 - Kairos class
 - Journeys class
 - Middle School Youth Group
 - High School Youth Group
 - Golden Triangle Women's Group
 - Golden Triangle Leaders
 - Zoom church wide listening session
 - Church wide listening session after 10:30 service (no participants)
-

SURVEYS

Surveys Completed – 253 (215 from congregation)

- Full Survey- 177
 - 17 open-ended questions = 3,000+ open-ended answers
 - Family/Children – 10
 - Short Survey - 28
 - Belmont Weekday School Parents - 29
 - Belmont Weekday School Staff - 9
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CHURCH STRUCTURE

THE ADMINISTRATION OF THE CHURCH



THE MINISTRY OF THE CHURCH



THE CONNECTIONS OF THE CHURCH

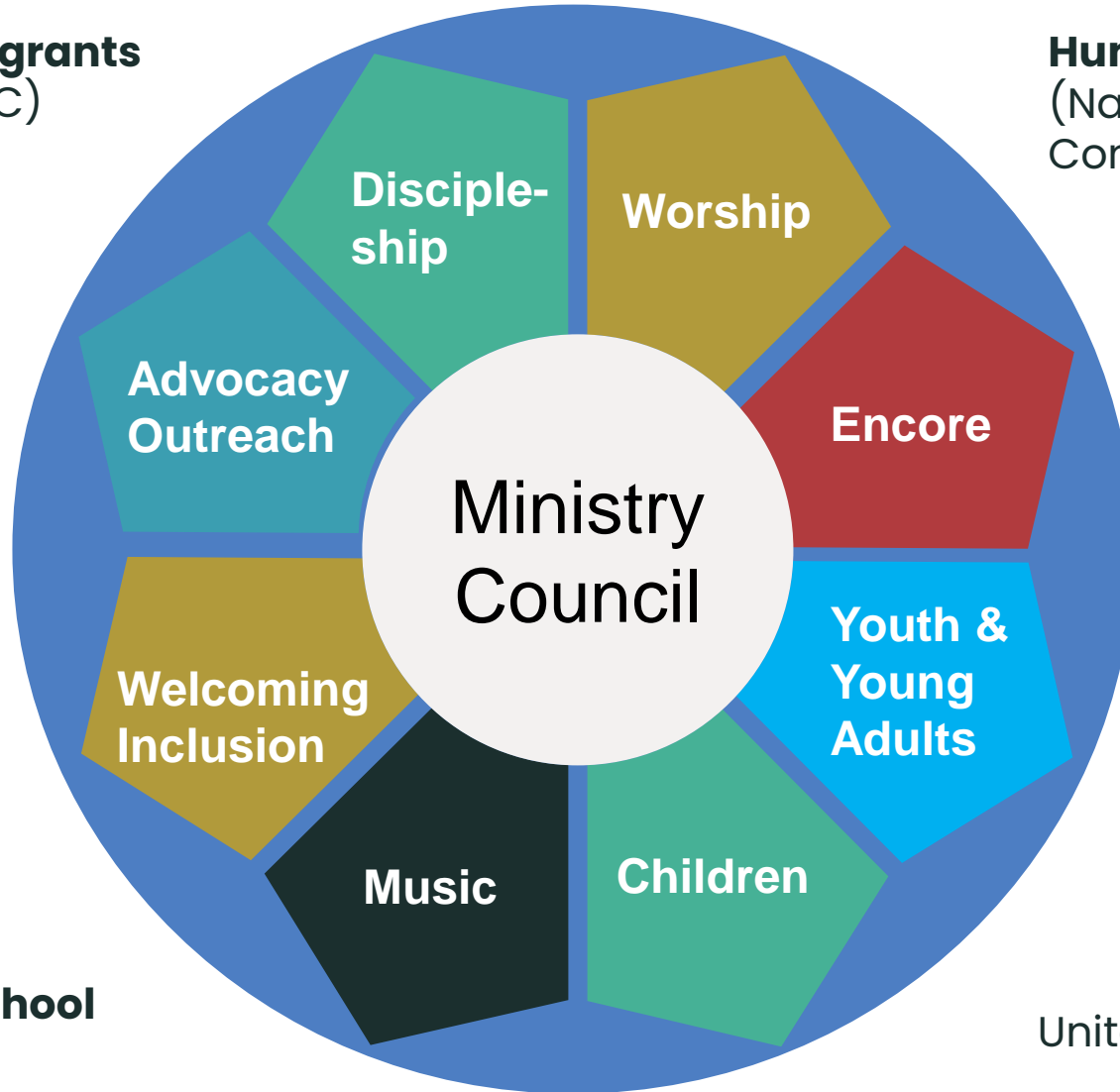
Connections with Immigrants
(ESL, JFON, Ebenezer UMC)

**International
Connections and Mission**
(GYTTE, Malawi, Mama
Lynn Center, UMCOR, etc.)

Music Outreach Programs
(Youth Choir tour, Concerts)

Golden Triangle Fellowship

Belmont Weekday School



Hunger
(Nashville Food project, Trinity
Commons, Rise Against Hunger, etc.)

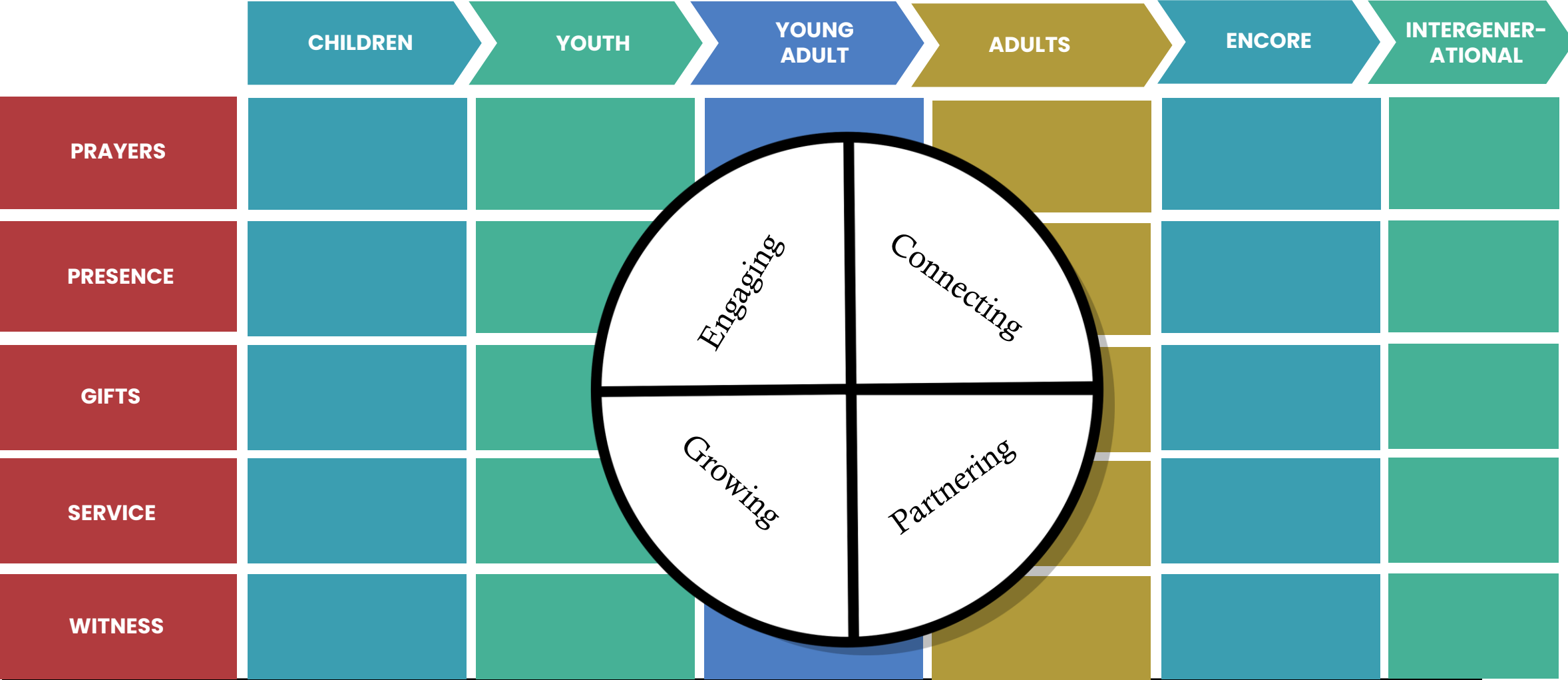
Unhoused
(ASP, CCF, HERO, Open
Table, Room in the Inn, etc.)

Social Justice Issues
(NOAH, LGBTQIA+, Gun Safety,
Legislative Advocacy)

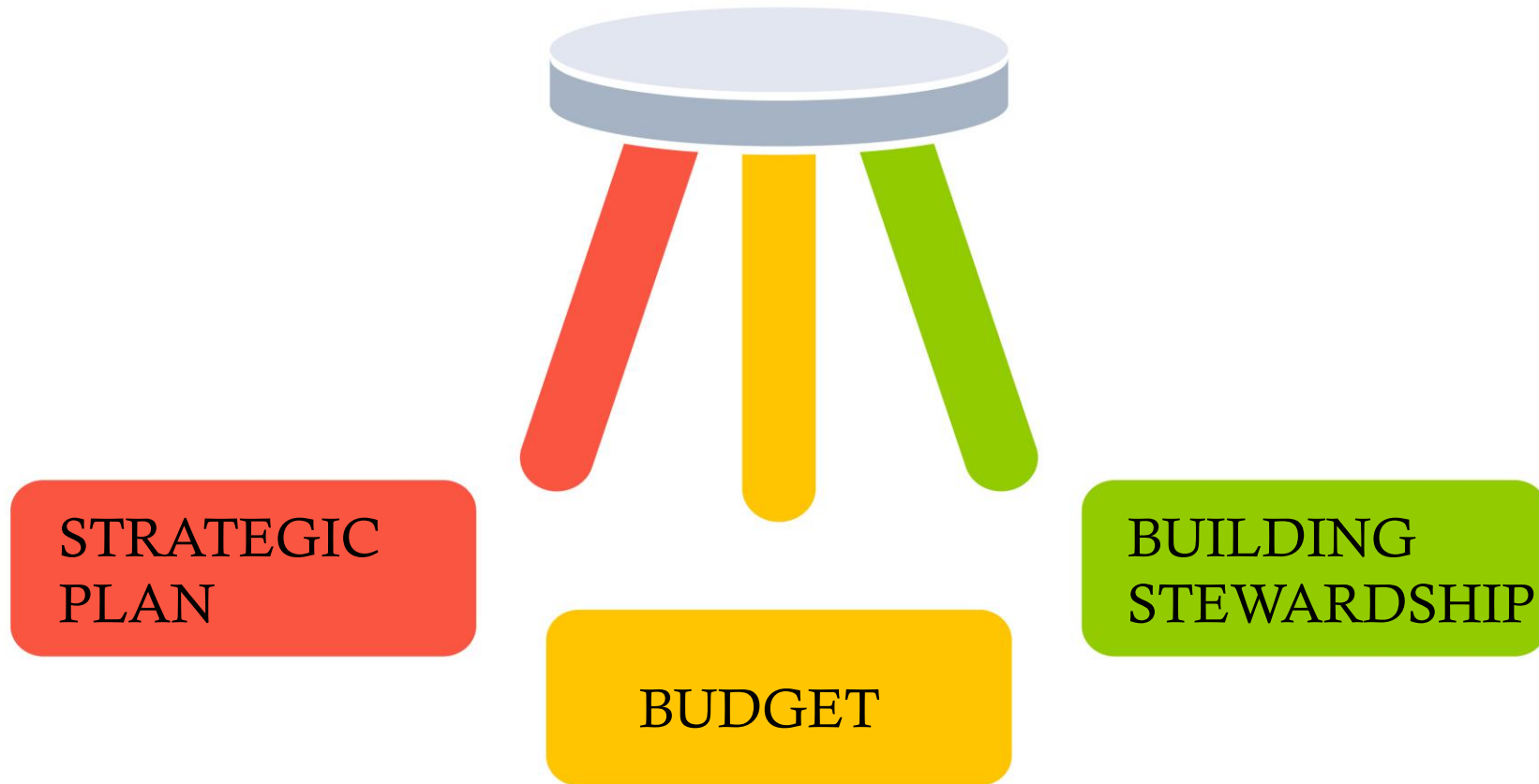
Children and Youth outreach
(HERO, CCF, Brighter Days,
United4Hope, Preschool equity, etc.)

ORGANIZED FOR DISCIPLESHIP

"If you try to build the church, you will rarely get disciples. But if you make disciples, you will always get the church."

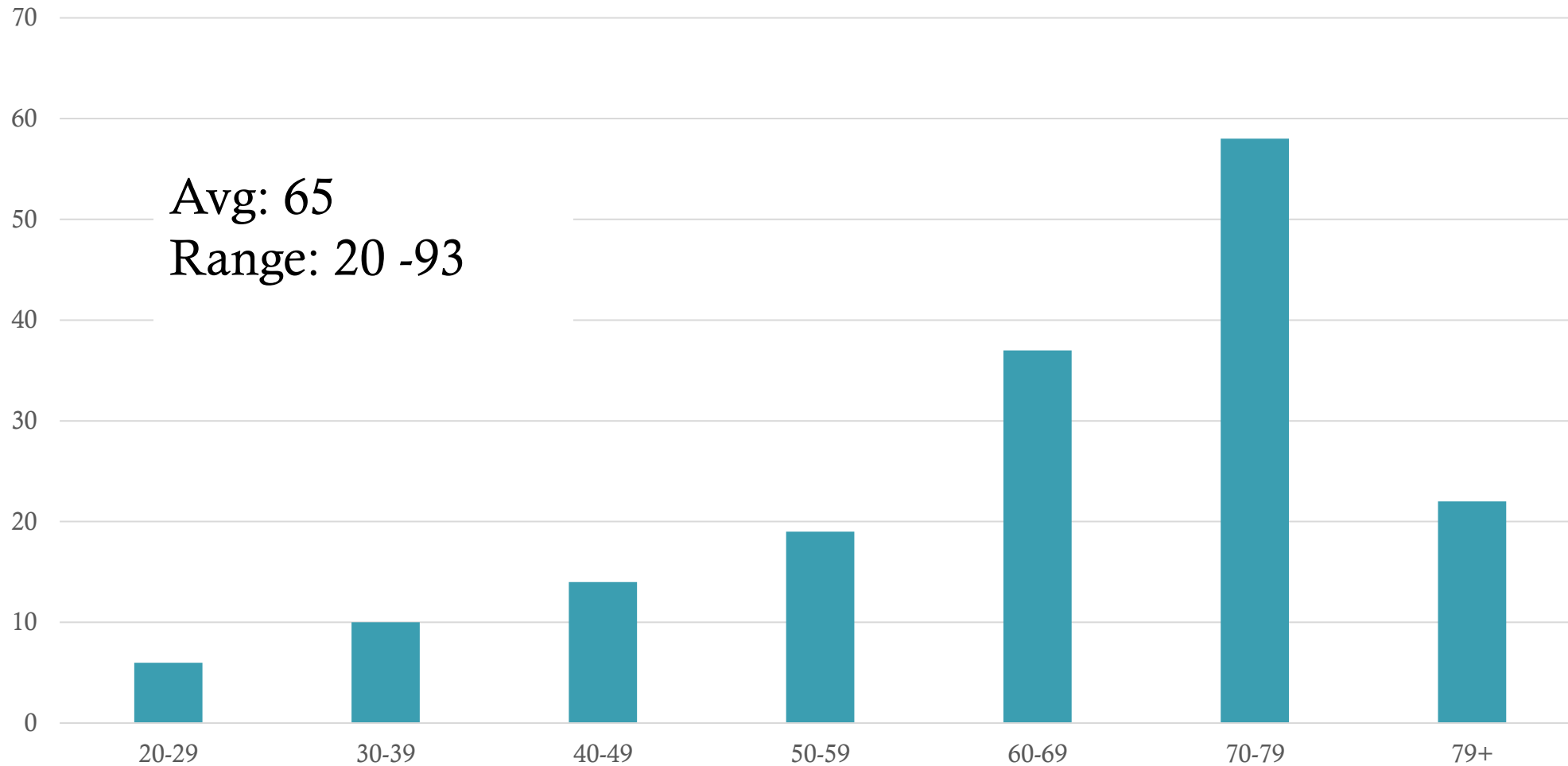


CONCURRENT ONGOING PROJECTS OF THE CHURCH

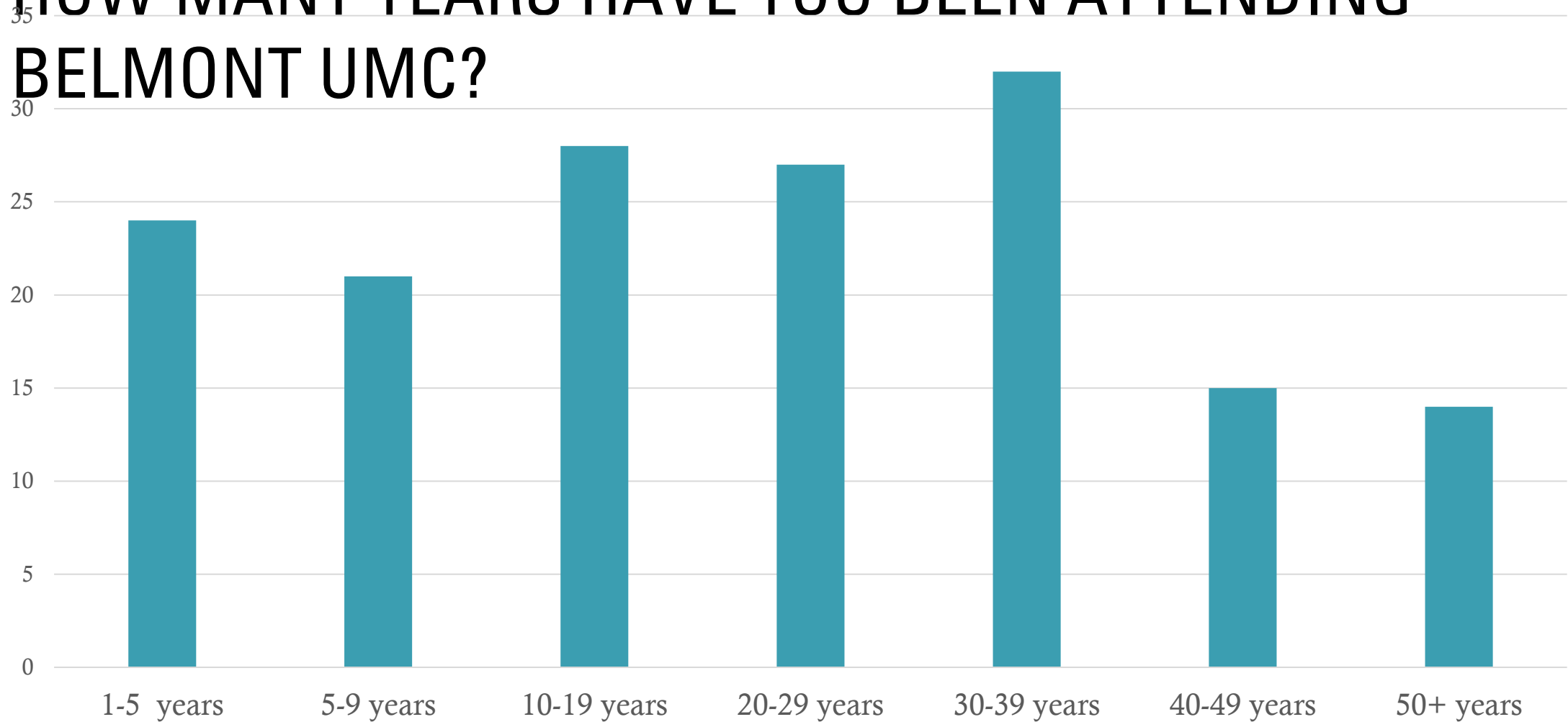


SURVEY RESULTS

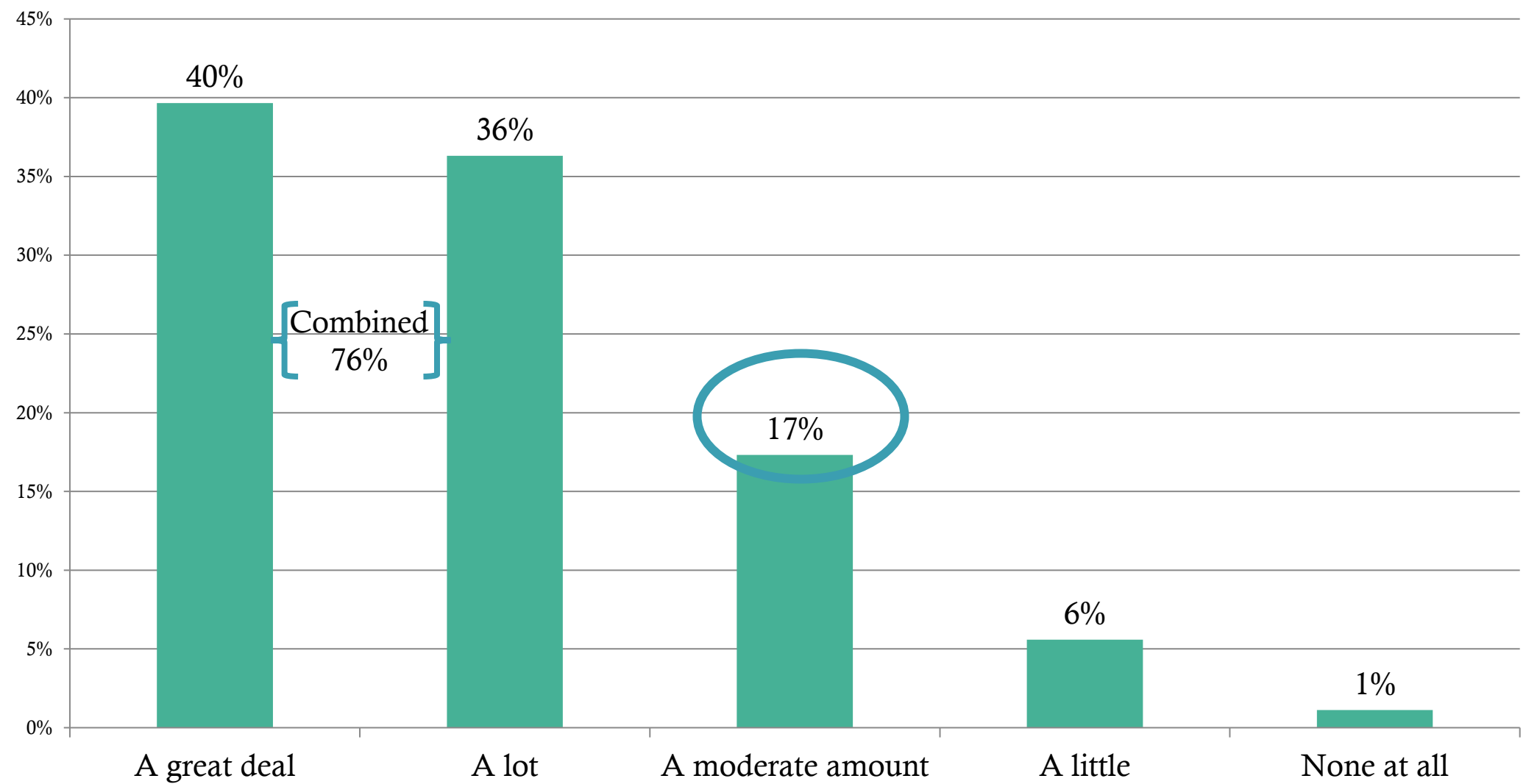
AGE



HOW MANY YEARS HAVE YOU BEEN ATTENDING BELMONT UMC?

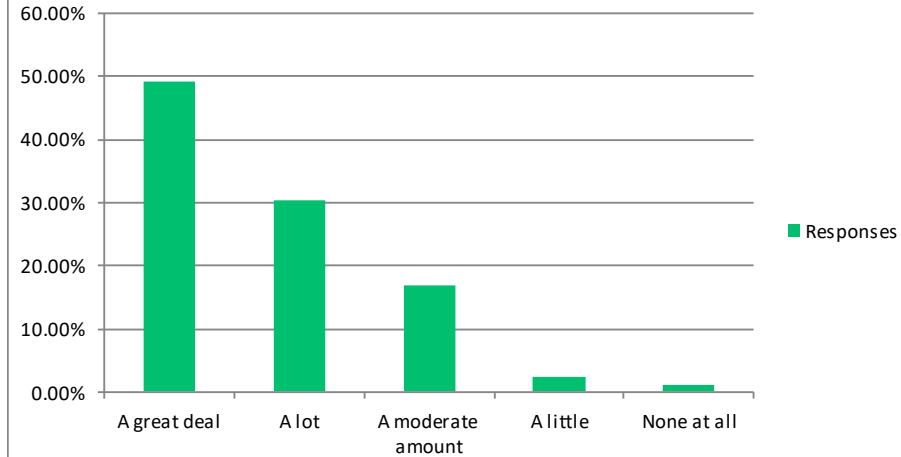


How well is Belmont UMC helping you grow in love of God and neighbor?

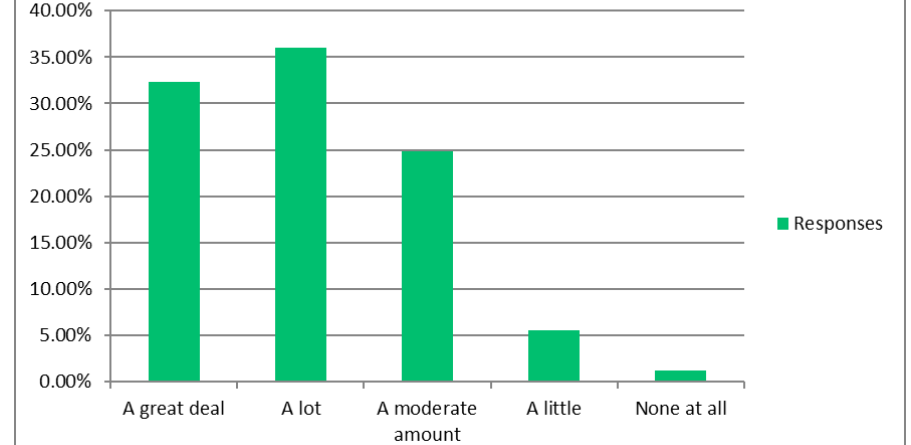


HOW ARE WE DOING ON 2013 VALUES?

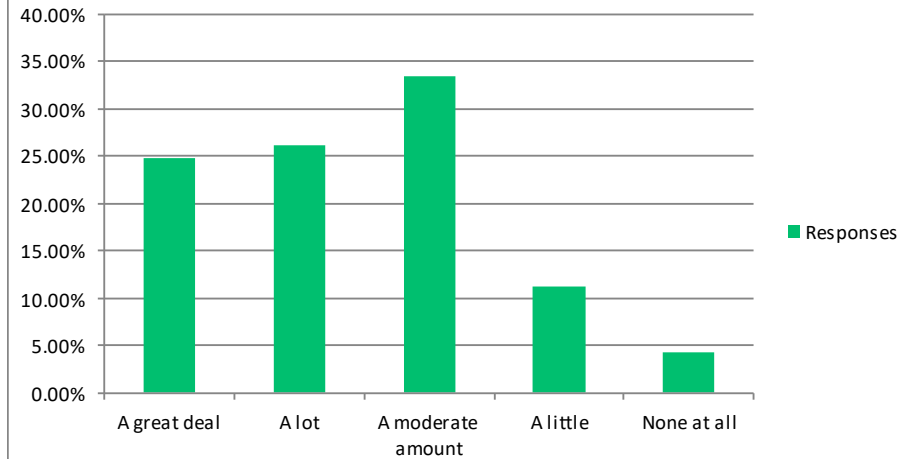
Hospitality?



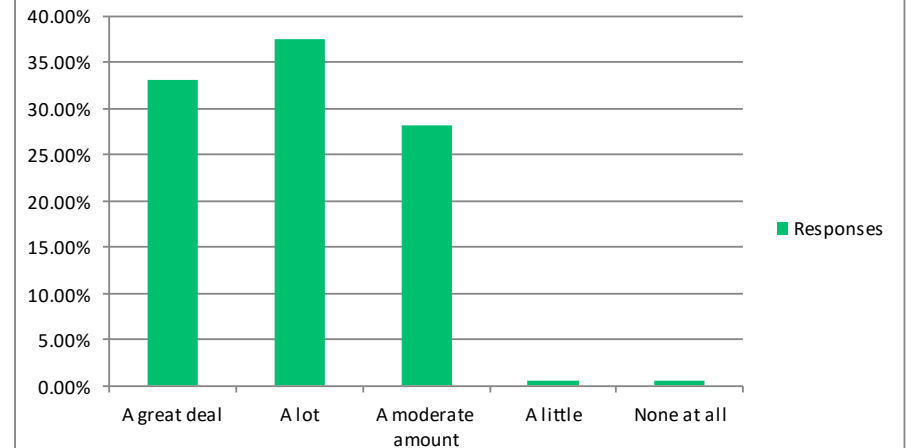
Nurturing?



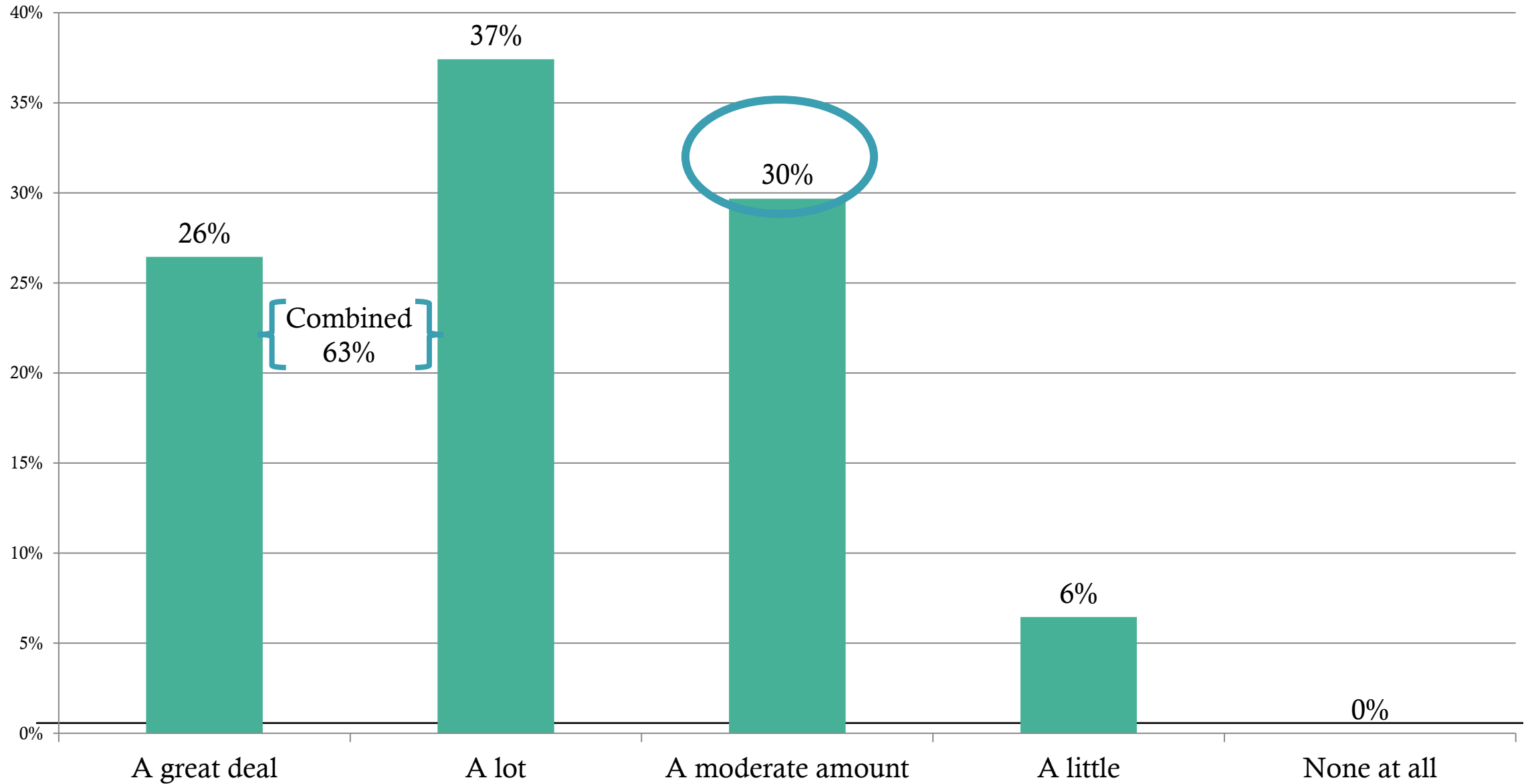
Diversity?



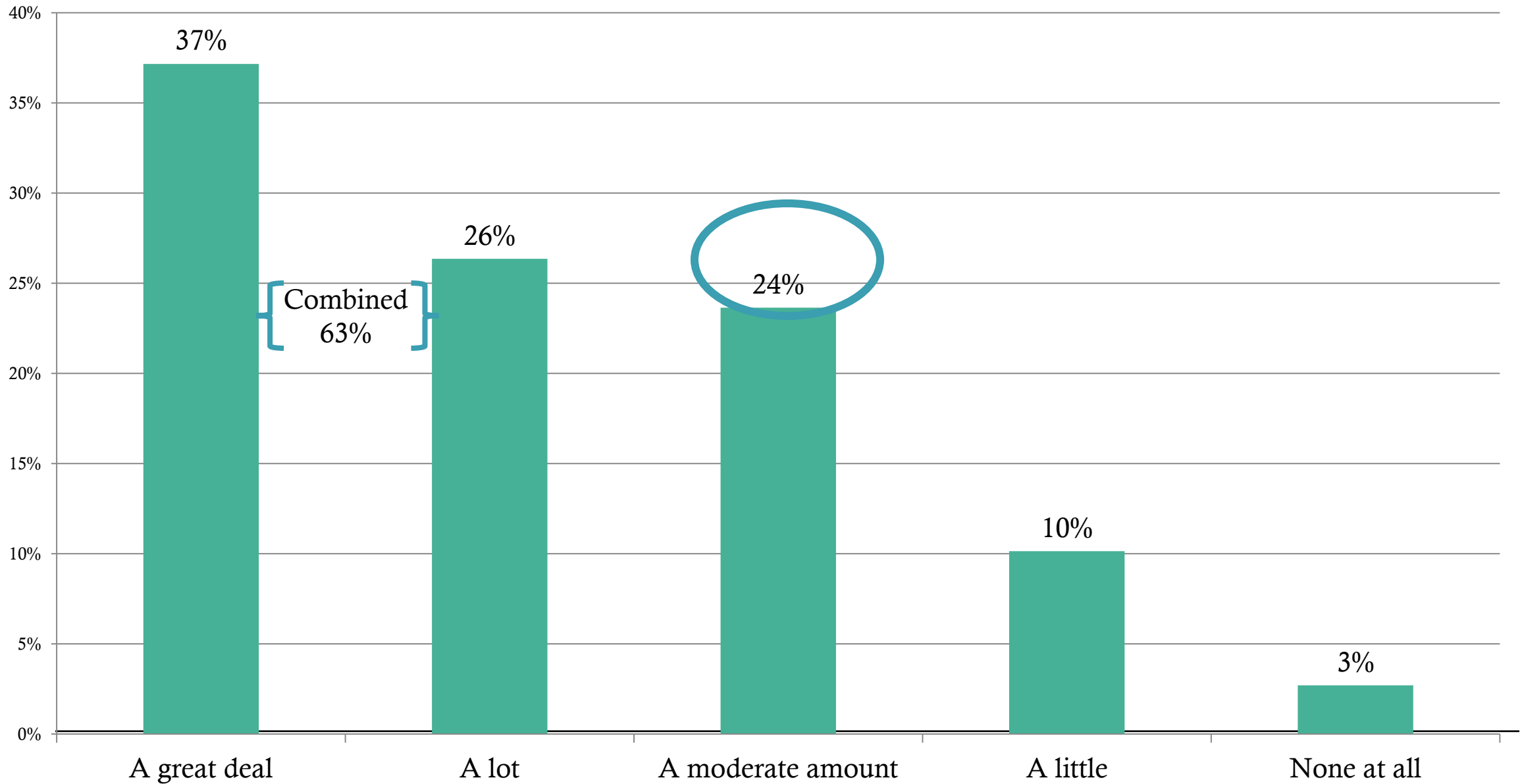
Mission?



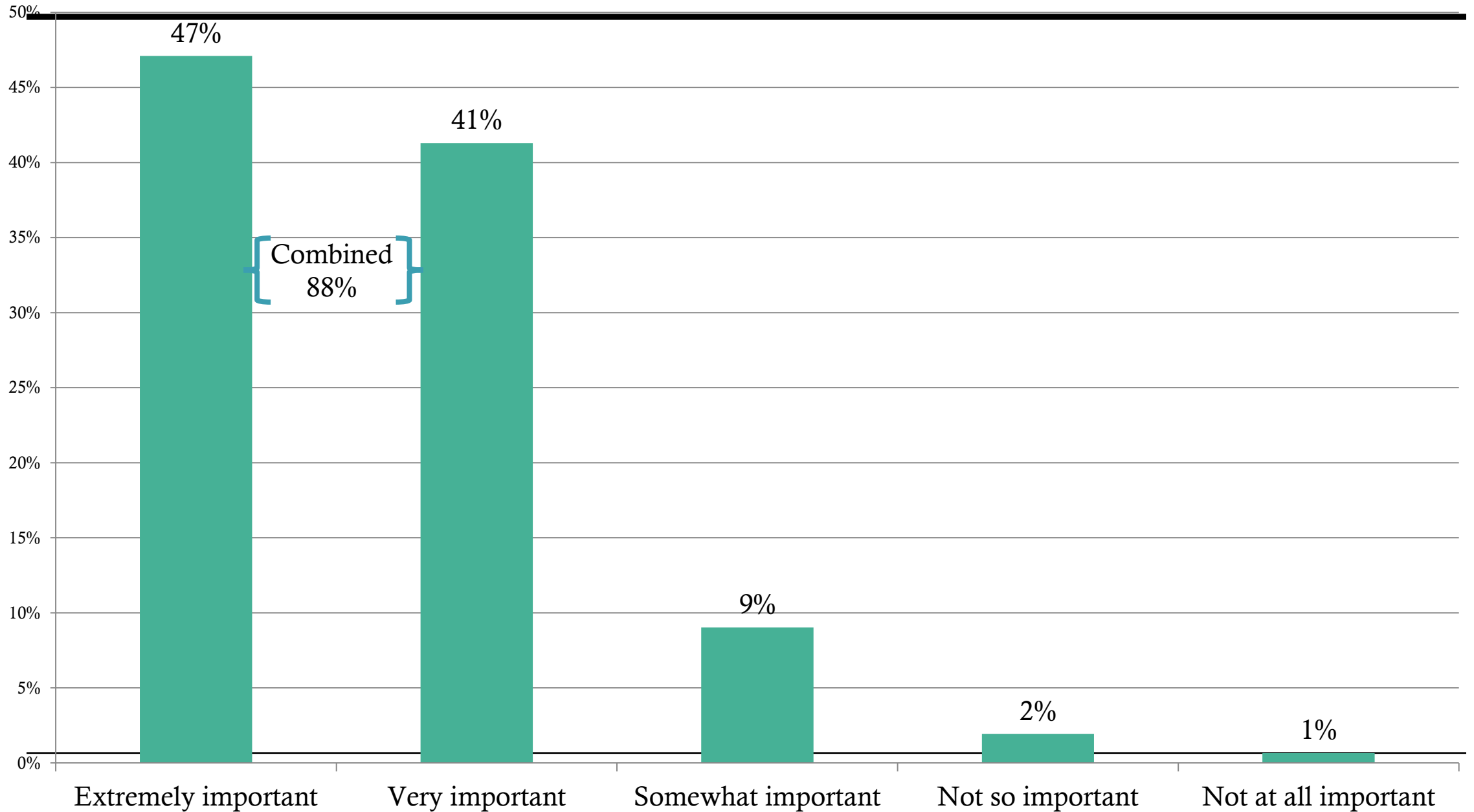
How well do Belmont UMC's **missions and community projects** help you grow in love of God and neighbor?



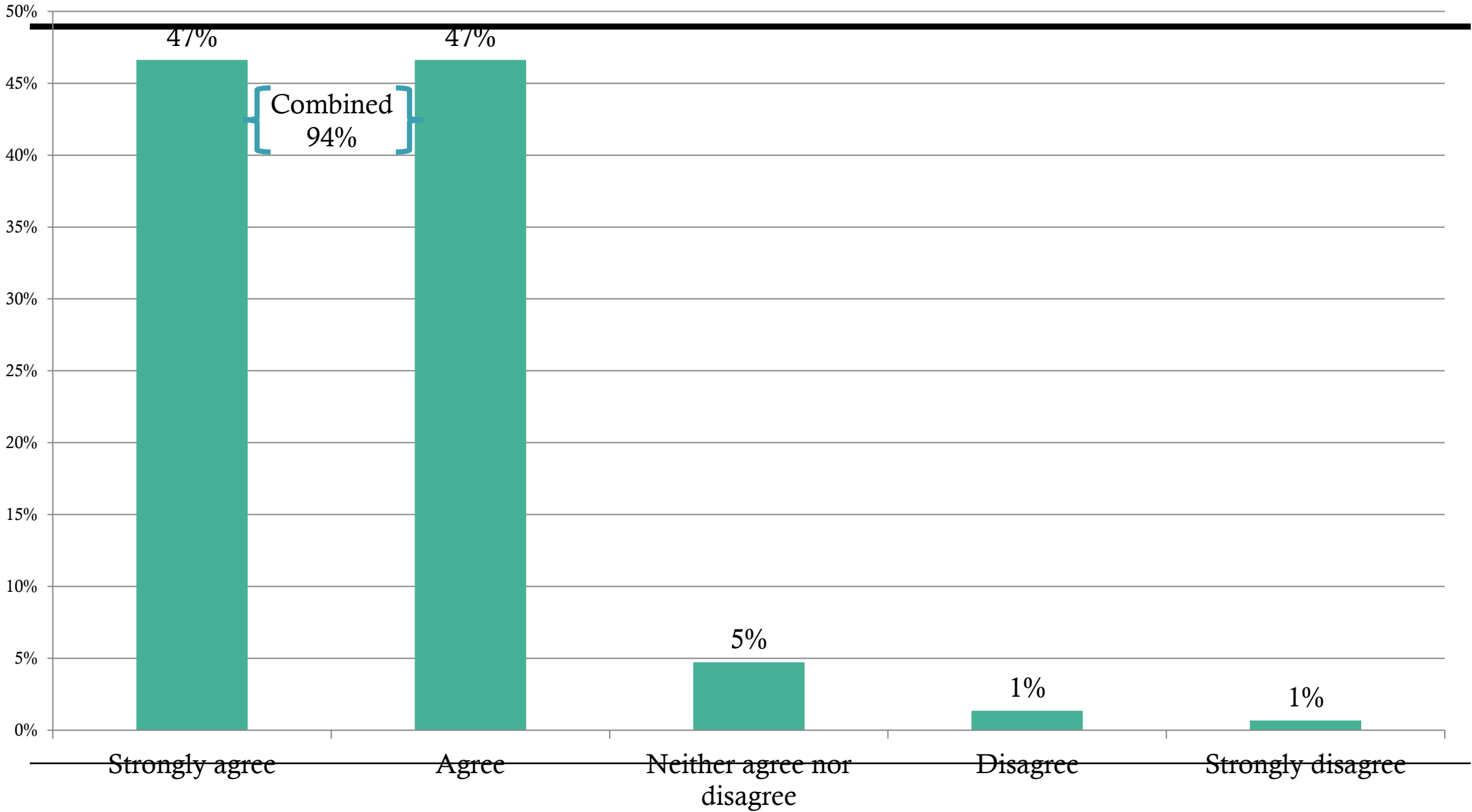
How well do Belmont UMC's **advocacy efforts** for social justice help you grow in love of God and neighbor?



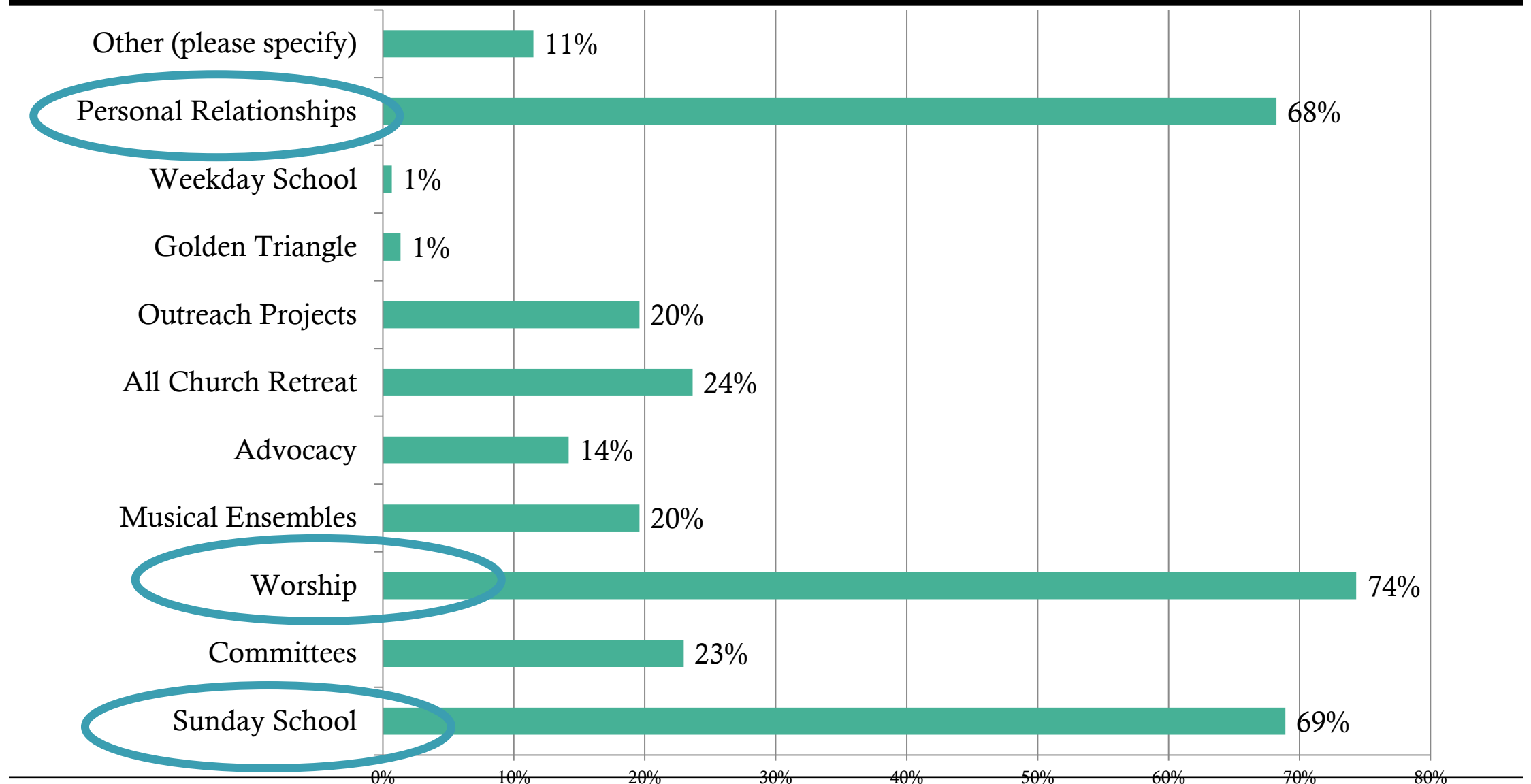
How important should **social justice advocacy** be for Belmont UMC?



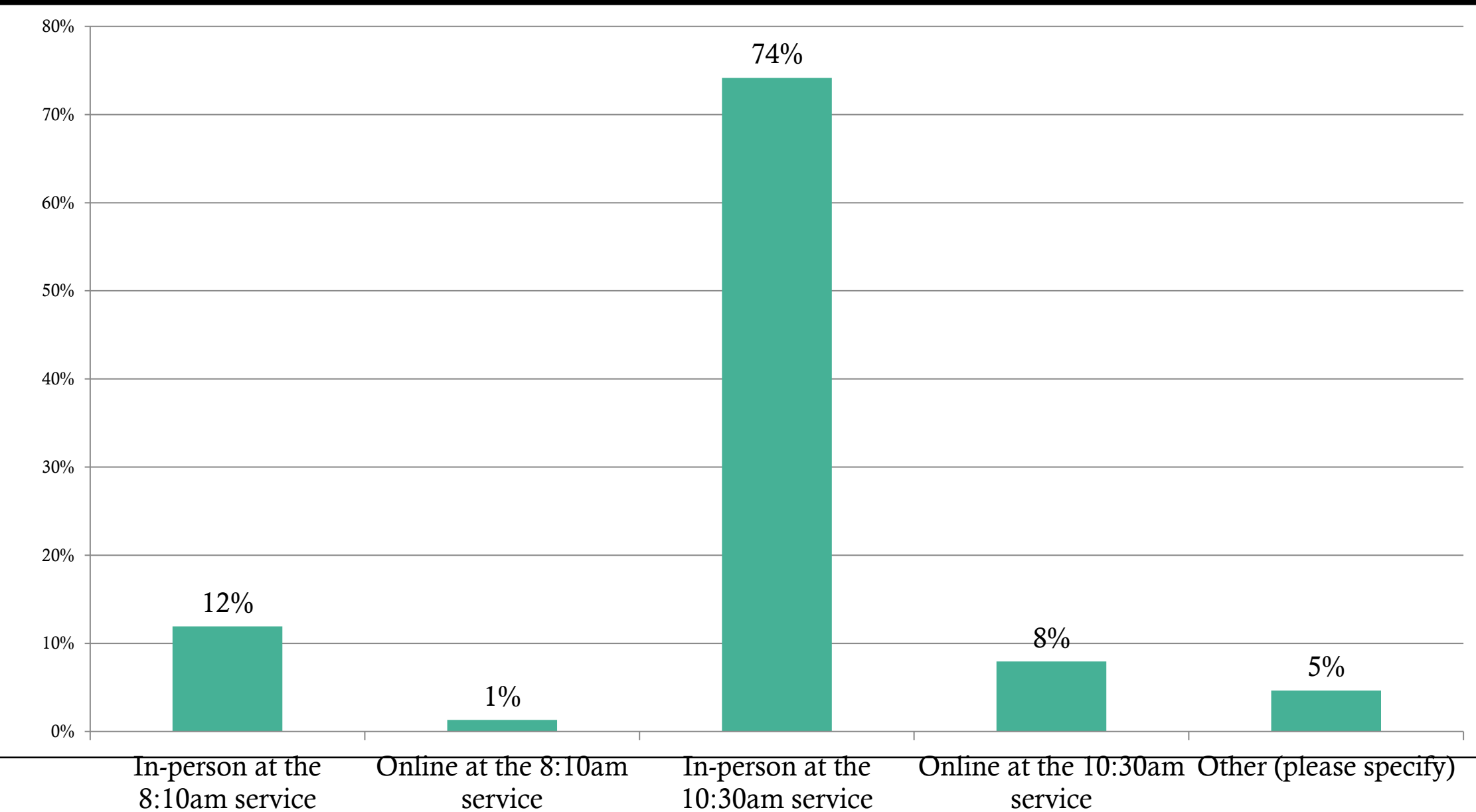
I feel connected to the Belmont UMC community.



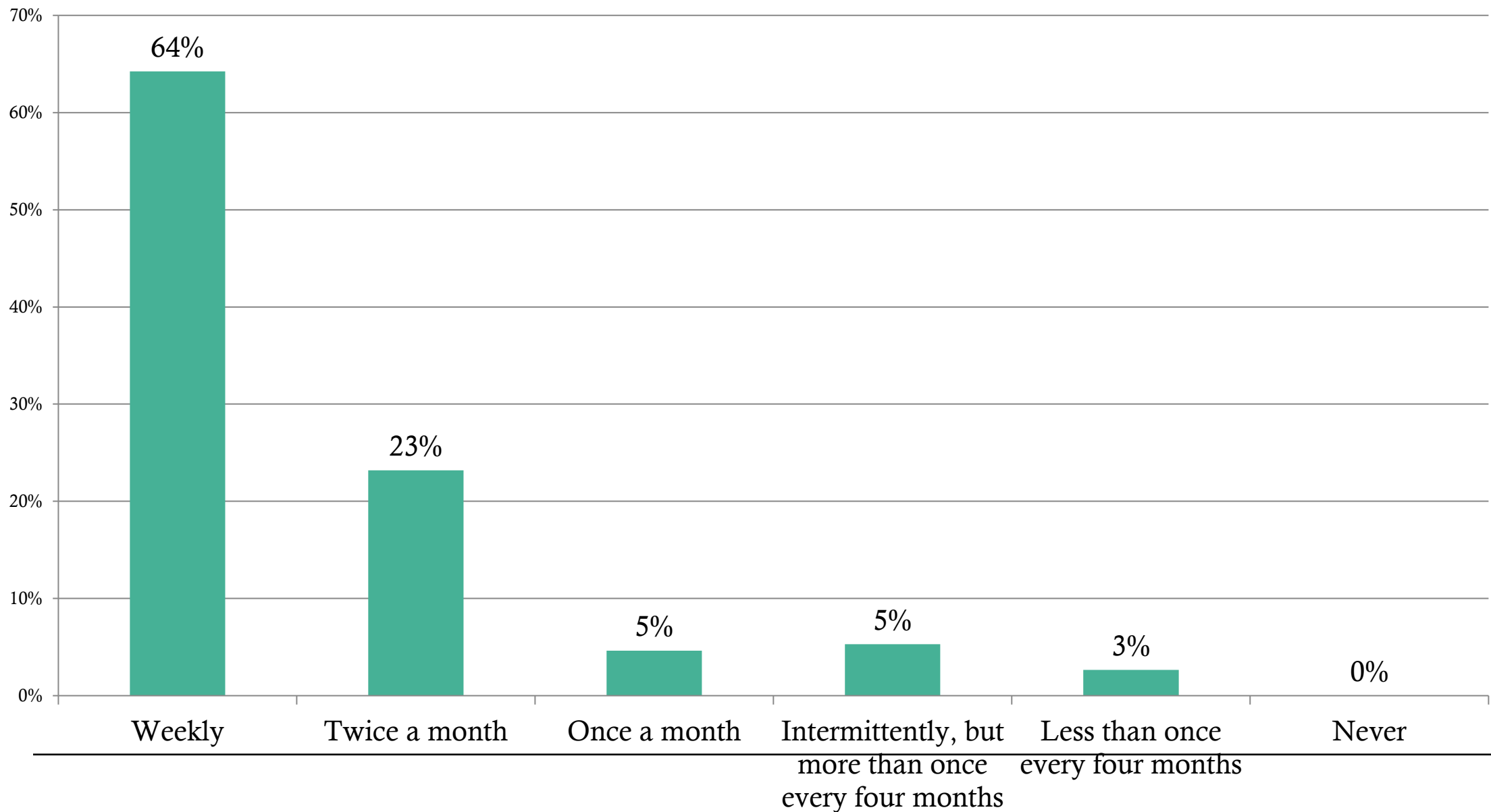
The places where I feel most connected are (Choose all that apply)



Where and when do you worship most often?



How often do you attend worship services at Belmont UMC (virtually or in-person)?



MEANINGFUL WORSHIP

1. Music - 63
occurrences

2. Sermon - 28
occurrences

3. Communion - 15
occurrences

4. Prayer - 10
occurrences

5. Scripture - 9
occurrences

6. Liturgy - 8
occurrences

7. Community - 7
occurrences

8. Fellowship - 5
occurrences



The people of
the church and
the community
of the church.

The church's
social
awareness and
its commitment
to justice.

A sense of
energy and
moving
forward
right now.

Our Strengths

Projects to help
people in our
community
locally and in
other areas.

Music
ministry
and worship

Youth
programs
and college
students

OVERALL PRIORITIES IN THE NEXT 1-3 YEARS

Community Outreach and Social Justice

- 15 mentions in survey + Middle School, Journey, Seekers, Kairos, Covenant, Simplicity

Youth and Family Programs

- 12 mentions in survey + Journey, GIFT, Middle School, High School, Simplicity

Facility Maintenance and Improvement

- 10 mentions in survey + Seekers, Graham Inquirers, Covenant, GIFT, Simplicity, Zoom, Middle School, High School

Spiritual Growth and Education

- 8 mentions in survey + Seekers, Simplicity, Graham Inquirers, Journey, High School

Inclusivity and Diversity

- 7 mentions in survey + Middle School, Simplicity, Kairos
-

PRIORITIES FOR MISSIONS AND COMMUNITY SERVICE

Social Justice and Inclusivity – 27 mentions:

- Support un-homed individuals, LGBTQIA, inclusivity
- Affordable housing and childcare

Emergency Response and Climate Change – 19 mentions:

- Support for emergency response to disasters.
- Addressing climate change as part of mission activities.

Local Community Investment – 17 mentions:

- Emphasis on investing in local communities.
- Forming relationships with less advantaged parts of town and historically marginalized groups.

Continued Support for Existing Missions – 17 mentions:

- Support for ongoing missions and community service projects.
 - Evaluation of programs to ensure leadership and effectiveness.
-

PRIORITIES FOR ADVOCACY EFFORTS

Gun Control – 22 mentions:

- Emphasis on legislation to ensure safety, particularly for children and educators.
- Continued support for gun reform and control.

LGBTQIA+ Rights – 18 mentions:

- Advocacy for LGBTQIA+ inclusion and rights.
- Support for LGBTQIA+ issues in the community.

Homelessness and Housing – 17 mentions:

- Addressing homelessness and advocating for affordable housing.
 - Providing safe places for the unhoused to sleep.
-

STRATEGIC PLAN

2024-2026



STRATEGIC PLANNING COMMITTEE

- Pam Auble
- James Bagwell
- Jennifer Bagwell
- Steve Bryant
- Emma Bushong
- Amy Cooper
- Laura Dickinson
- Mike Engle
- Lucian Geise
- Heather Harriss
- Louis Jordan
- Gretchen Napier
- Kara Oliver
- Erin Pearce
- John Pearce
- Paul Purdue
- Jeff Sheehan
- Kim Sheehan
- Carrie Sherrill
- Laura Spangler
- Matt Webb

He has told you, human one, what is good and what the LORD requires from you:
to do justice, embrace faithful love, and walk humbly with your God. -- Micah 6:8



CONTINUE EXISTING WORK

- Continuing Ministry Council Committees with input from survey and listening sessions to improve their work
- Managing and optimizing church property to ensure upkeep, conserve financial resources, align with missions (Strategic Stewardship Committee, Trustees)

EVALUATE PRESENT COMMITMENTS



- Create a Golden Triangle Fellowship Strategic Planning Task Force to evaluate existing relationship and mutual engagement.
 - Create a Weekday School Strategic Planning Task Force to evaluate existing relationship and governance.
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PLAN FOR FUTURE REALITIES



- Engage in Strategic Financial Planning to grow giving, support mission, and increase engagement.
 - Create clear pathways of governance, communication and accountability among staff, lay leaders and the congregation.
 - Develop a process for engaging the community.
 - Articulate a path for faith development.
 - Develop and communicate a process for continuing to evolve the congregation's experience of worship into a transformative one.
-

ACCOUNTABILITY AND PLANNING FOR FUTURE

COMMITMENT	STAFF	TEAM	TIMELINE	NOTES
GTF Task Force	Paul Purdue, Sandy Sakarapane	Chair, Mike Engle	Interim Report May 2025 Final Report December 2025	<ol style="list-style-type: none">1. Create succession plan2. Identify best practices for improving & supporting their service3. Partner with Youth and Children's Ministers to explore relationships that meet the needs of both congregations
BWDS Task Force	Paul Purdue Carrie Sherrill	Chair TBD	Quarterly Reports Final Report December 2025	<ol style="list-style-type: none">1. Effectively reduce Admin Burden2. Ensure they live within the vision, welcoming statement, and values of Belmont UMC
Strategic Financial Planning	Paul Purdue Carrie Sherrill	Finance, Trustees, Building Stewardship	Final Report May 2025	<ol style="list-style-type: none">1. Communication2. Education3. New Revenue

ACCOUNTABILITY AND PLANNING FOR FUTURE

COMMITMENT	STAFF	TEAM	TIMELINE	NOTES
Governance and Communication	Angie Slade Carrie Sherrill	Executive	December 2024	1. Develop clear contact list and process for various group needs
		Executive Eric Patton, Communication Executive	February 2025 Plan: Mar 2025 Results: Dec 2025	2. Restructure Staff Agenda 3. Targeted Communication Strategy 4. Create governance process for decisions about starting or ending programs
Engaging the Community	Amy Cooper	Paula Gaddis Welcoming	November 2024	1. Resource packets for visitors
	Amy Cooper	Jeff Sheehan Children's	Quarterly	2. Banners for Children's Events
	Paul Purdue	Properties	Easter 2025	3. Create unassisted handicap accessible bathroom from Sanctuary
	Anne Hoback	Jeff Sheehan Welcoming	November 2025	4. Increase # of new visitors

ACCOUNTABILITY AND PLANNING FOR FUTURE

COMMITMENT	STAFF	TEAM	TIMELINE	NOTES
Faith Development Path (Discipleship System)	Heather Harriss	Ministry Council Discipleship	November 2024	1. Form an Engagement Committee that will receive hand off from Welcoming Committee
	Paul Purdue	Ministry Council Discipleship Kara Oliver	November 2024	2. Develop Discipleship Self-Assessment
			March 2025	3. Develop two consistent Engagement Actions for every new visitor
	Heather Harriss Emma Bushong	Ministry Council Discipleship	March 2025	4. Develop beta Discipleship System for All Ages

ACCOUNTABILITY AND PLANNING FOR FUTURE

COMMITMENT	STAFF	TEAM	TIMELINE	NOTES
Transforming Worship	Matt Webb Paul Purdue	Music + Worship Communications	March 2025	1. Create a theological framework for musical selection and a communication strategy for informing the congregation.
	New Children's Minister, Amy Cooper, Matt Webb	Music + Worship Children's	6 months after hire	2. Determine how to most meaningfully engage children in worship by assessing children's church and/or sermon
	Ministry Staff	Music + Worship	April 2025	3. Create a Theology of Worship communication strategy

FOLLOW-UP

<https://www.belmontumc.org/strategic-plan-update/>

- Powerpoint document of survey responses and summary of listening session data
- All 3000+ answers to open-ended survey questions
- Summary of all listening sessions
- This PowerPoint document
- By mid-November a recorded version of this presentation

Administrative Board

- New lay position to track and communicate process to AB & congregation

Communication with Congregation

- Newsletter articles
- Bi-annual live presentations, also recorded and posted to the webpage

Your Prayers and Participation



PATIENT TRUST

Only God could say what this new spirit gradually forming within you will be. Give our Lord the benefit of believing that God's hand is leading you, and accept the anxiety of feeling yourself in suspense and incomplete.

—Pierre Teilhard de Chardin, SJ
excerpted from *Hearts on Fire*