



Belmont UMC Strategic Planning

Saturday, September 29, 2024

Agenda

- Noon Welcome, prayer, ground rules
- 12:15 - 1 Review survey results, eat lunch
- 1-2 Discuss & agree on challenges, structure
- 2-3 Brainstorm in work groups
- 3-3:30 Report back to group
- 3:30-3:55 Agree on next steps
- 4pm Benediction

Opening Prayer

Micah 6:8 (CEB)

⁸ 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.

Mission



A community of Christ-followers growing in love of God and neighbor.

We believe every person is of sacred worth and created in God's image. We commit to Jesus's 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.

Strategic Planning



Who are we?



What are we facing?



What are our goals?



How will we get there?

Ground Rules

Everyone has a unique perspective; no one person has all the answers

Everyone has a voice; one at a time

Confidentiality

All input is valuable but should be relevant



Personal agendas must be set aside

Improvement is a process

The facilitator's role is to manage participation & attendees

Establish a parking lot

Organizational Culture

Mission, vision and core values influence strategic direction of the organization



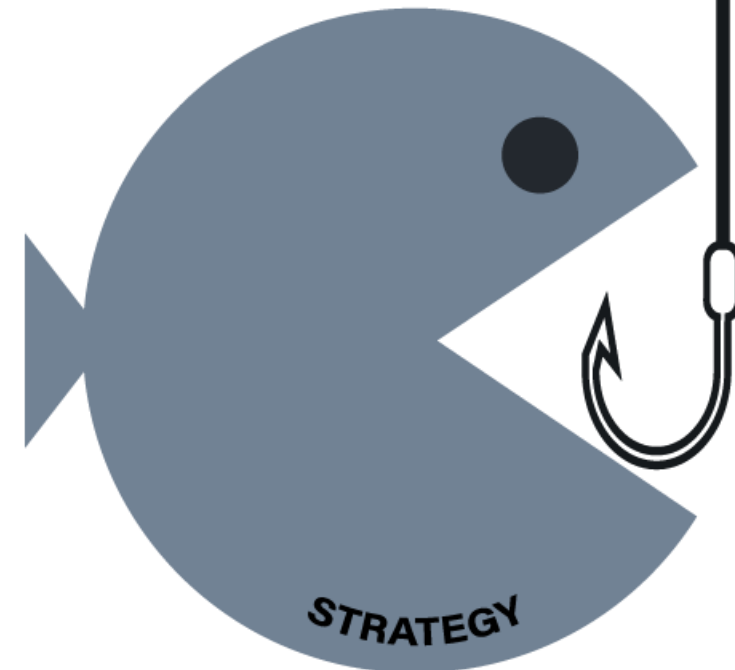
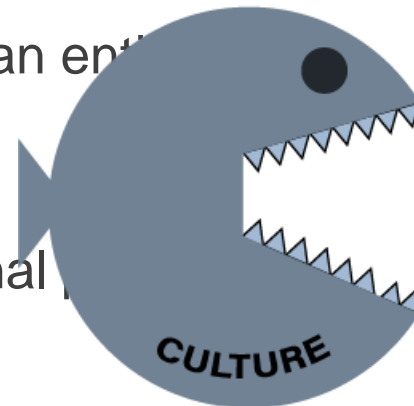
MISSION & VISION STATEMENTS PROVIDE:

- Concise statement of group's purpose and reason for being
- Boundaries on planning
- What it intends to do
- Whom it intends to benefit
- How it intends to function as an entity

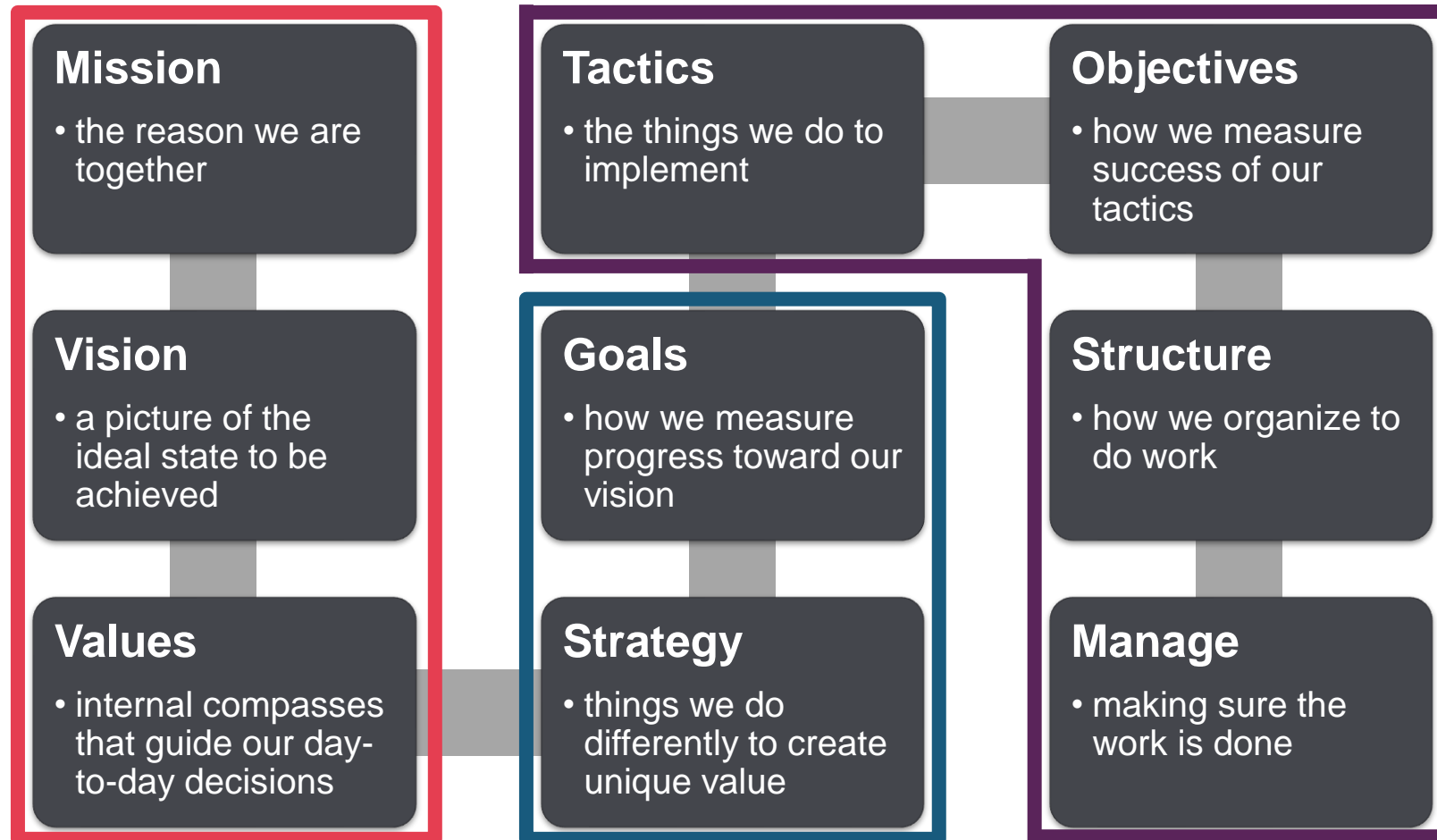


CORE VALUES

- Define behavior not operational
- Establish consequences
- Govern personal interactions
- Do not change based on the environment



Who Does What



Strategic Planning Committee

Pam Auble, Co-Chair (Chair of Administrative Board)

Gretchen Napier, Co-Chair (Staff Parish Relations Committee Chair)

Steve Bryant (Outreach Co-Chair and Ministry Council Co-Chair)

Mike Engle (past Advocacy Committee Chair, current Golden Triangle liaison)

Lucian Geise (Vice Chair of Administrative Board)

Erin Pearce (Young Adult, Choir Member)

Jeff Sheehan (Past Chair of Administrative Board)

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

Timeline



Information Gathered

- Listening Sessions - 12
- Surveys Completed – 253 (215 from congregation)
 - Full - 177
 - 17 open-ended questions = 3,000+ open-ended answers to analyze
 - Family/Children – 10
 - Short - 28
 - WDS Parents - 29
 - WDS Staff - 9



Listening Sessions

Listening Session summary

- 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)

Are there things about our church that need celebrating?

The people of the church and the community of the church. (GIFT, Graham Inquirers)

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

The church's stance on welcoming and accepting people. Everyone belongs. Reconciling network (GIFT, Graham Inquirers, Middle Schoolers, Seekers, Simplicity, Covenant, Zoom)

A sense of energy and moving forward right now. (GIFT)

Sunday school classes. (GIFT, Simplicity)

Projects to help people in our community locally and in other areas. (Seekers, GIFT, Middle Schoolers)

Music ministry (Graham Inquirers, Seekers, Zoom)

Youth programs and college students (Covenant, Simplicity, Graham Inquirers, Middle Schoolers, Seekers)

Belmont is the perfect size. It's large, but it's not a megachurch (Middle Schoolers)

Singing at Morningside (Seekers)

Encore Ministries and Heather (Seekers, Simplicity, Covenant, Zoom)

Church picnics (Seekers)

Young families (Simplicity)

The early service (Simplicity)

Contemplative Practices (Simplicity)

Improved technology during pandemic made church accessible (Covenant, Zoom)

Social justice, NOAH (Covenant)

Thriving with personnel changes (Covenant)

The Columbarium (Covenant)

Issues in our church that need healing, repair, or changing:

- Communication
 - Need more avenues of communication (paper, media)
 - Need broader communication (not just events, but TWK conference, church committees and projects)
- Mission
 - Focus of mission: overseas vs. local
 - Issue driven mission (e.g., homelessness, climate change)
 - Coalitions for service and advocacy (NOAH, other churches)
- Facilities
 - Deteriorated condition
 - Disability access
 - Sound system
 - Accessibility of church after hours

Issues in our church that need healing, repair, or changing:

- Parking
 - Not enough spaces
 - Shuttle from Eakin, transportation for Leah Rose
- Giving
 - Need more resources but the pool of givers is not increasing
 - The ask to increase giving every year is hard for people on budget
 - Need more direct asks for financial support from all members
- Stress on pastoral staff
 - Ministers wear too many hats and are overcommitted
 - Administrators have grown, not pastoral staff
 - Pastoral staff do not appear to have cohesive leadership

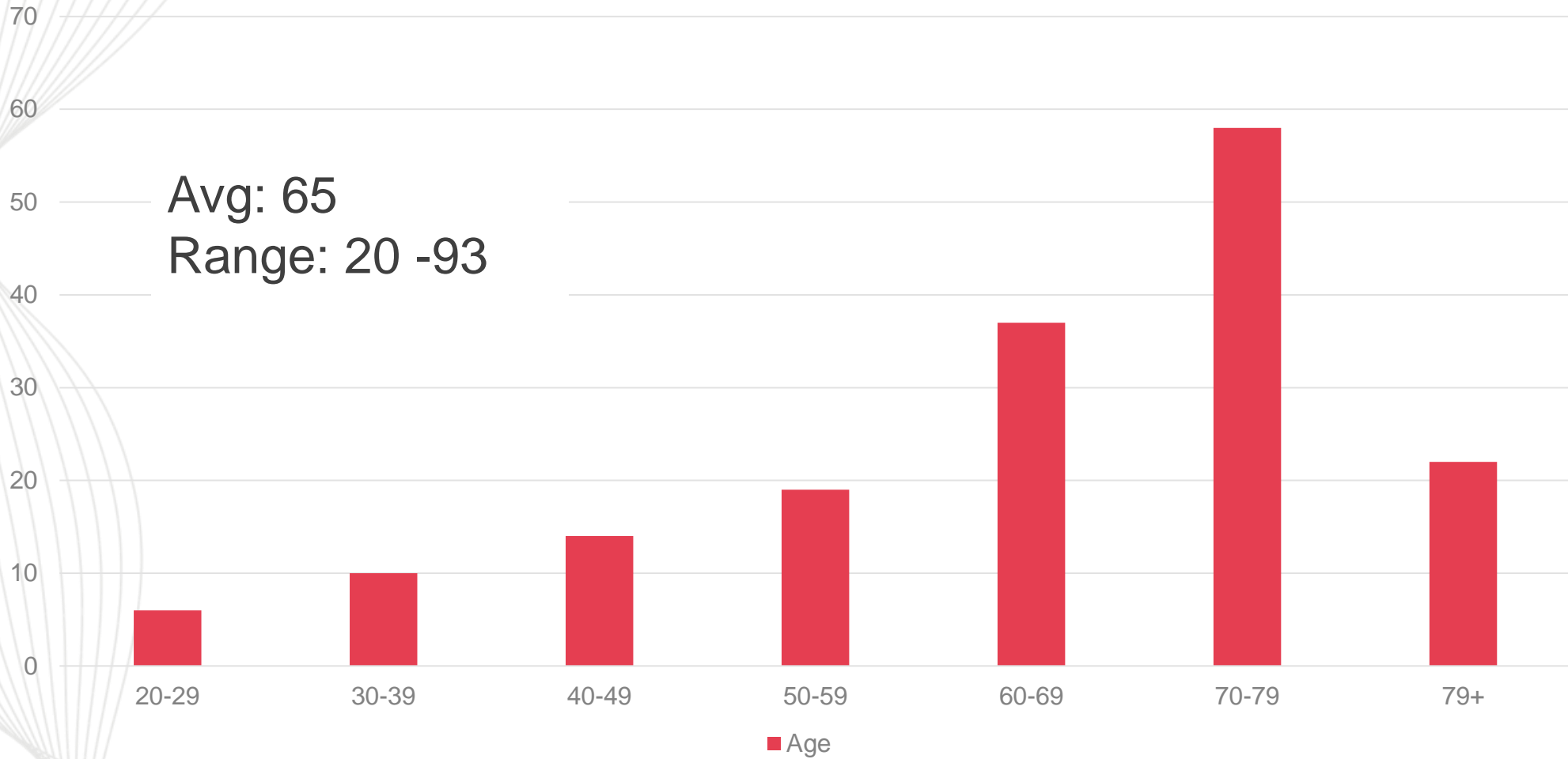
Challenges for the future:

- Increase ease of participation
- Increase congregational involvement
- Need for small groups/discipleship
- Membership recruitment
- Improvements in children and family ministry
- Increase interaction with different ethnic/racial/SES/religious populations
- Worship accessibility and involvement
- Repair the buildings without the burden of debt

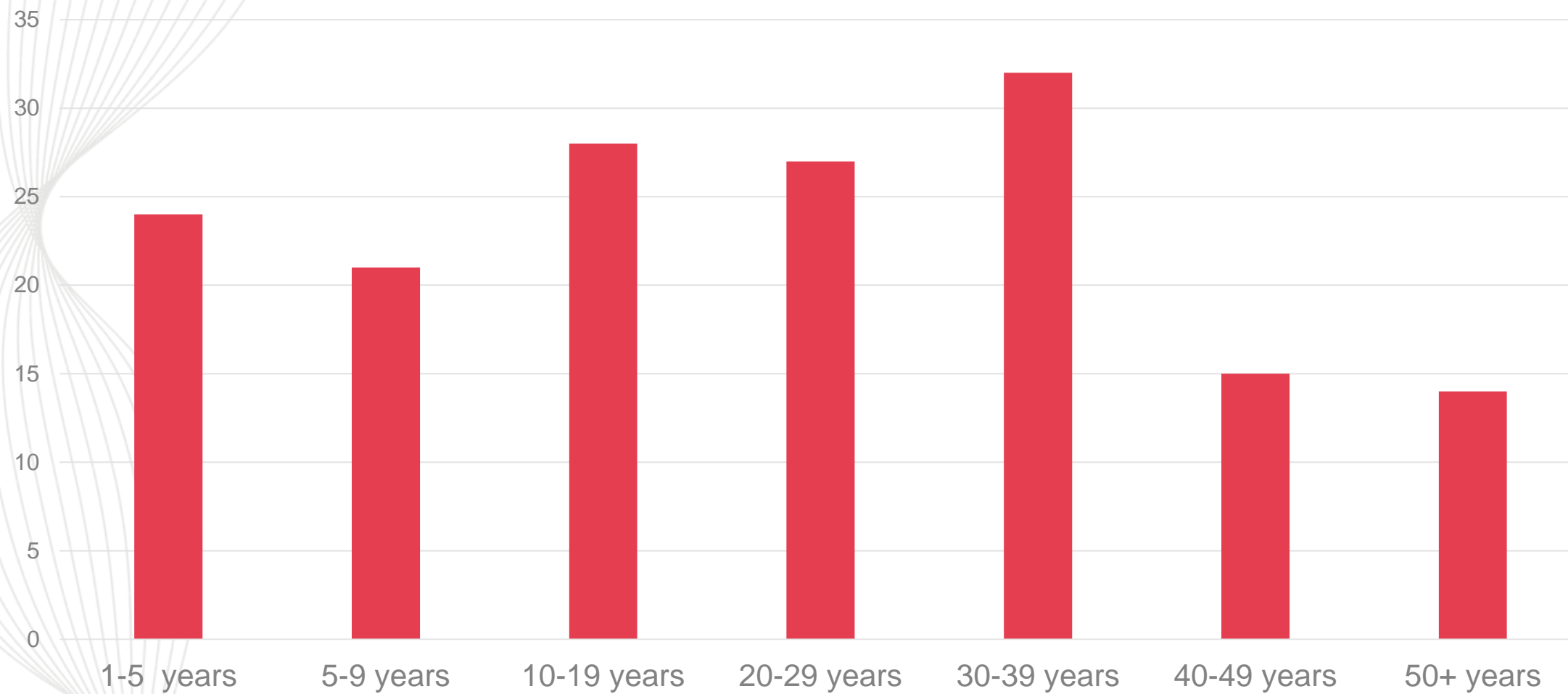


Survey Results

Age



How many years have you been attending Belmont UMC?



Why are you a part of the Belmont UMC Community? (pg 1 of 2)

1. Community and Inclusiveness (52 mentions)

"I've begun to join recently and hoping to find a welcoming church community with inclusive theology."

"I love the inclusiveness of the community. I like that it challenges me to be more open."

"Because the community has been so welcoming to me as a college student, and affirming to me as a queer Christian, and I feel truly loved and accepted here!"

2. Music and Worship (28 mentions)

"For the music mainly, but also for the embodiment of God's calling to love all people regardless of societal norms."

"I originally came to Belmont UMC for the music, but were soon involved in most everything Belmont offered..."

"The music program - the quality of the music and the opportunity to sing - is the key to worship for me!"

3. Personal and Family Connections (15 mentions)

"My husband and I feel very welcome here. On our 1st visit we knew we had found a faith home that aligned with our beliefs."

"Belmont is my church family. It started with my husband's family joining in 1936. My grandchildren are now 5th generation Belmonters."

"My partner and their family are longtime members, who have encouraged me to join. I love what the church is doing for the community and appreciate how incredibly welcoming every member I've met has been."

Why are you a part of the Belmont UMC Community? (pg 2 of 2)

4. Social Justice and Outreach (10 mentions)

“I was recommended it as an inclusive space for LGBTQ Christians and I like the way they approach community service and work towards the greater good through the tenets of Christianity.”

“To better reach out and support the underserved in our community. For the fellowship of others striving to achieve justice and equality for all.”

“I agree with the focus on community social work, pro-choice, anti-discrimination, and open reception of Belmont. I also agree with the liberal and open discussions usually found at Belmont.”

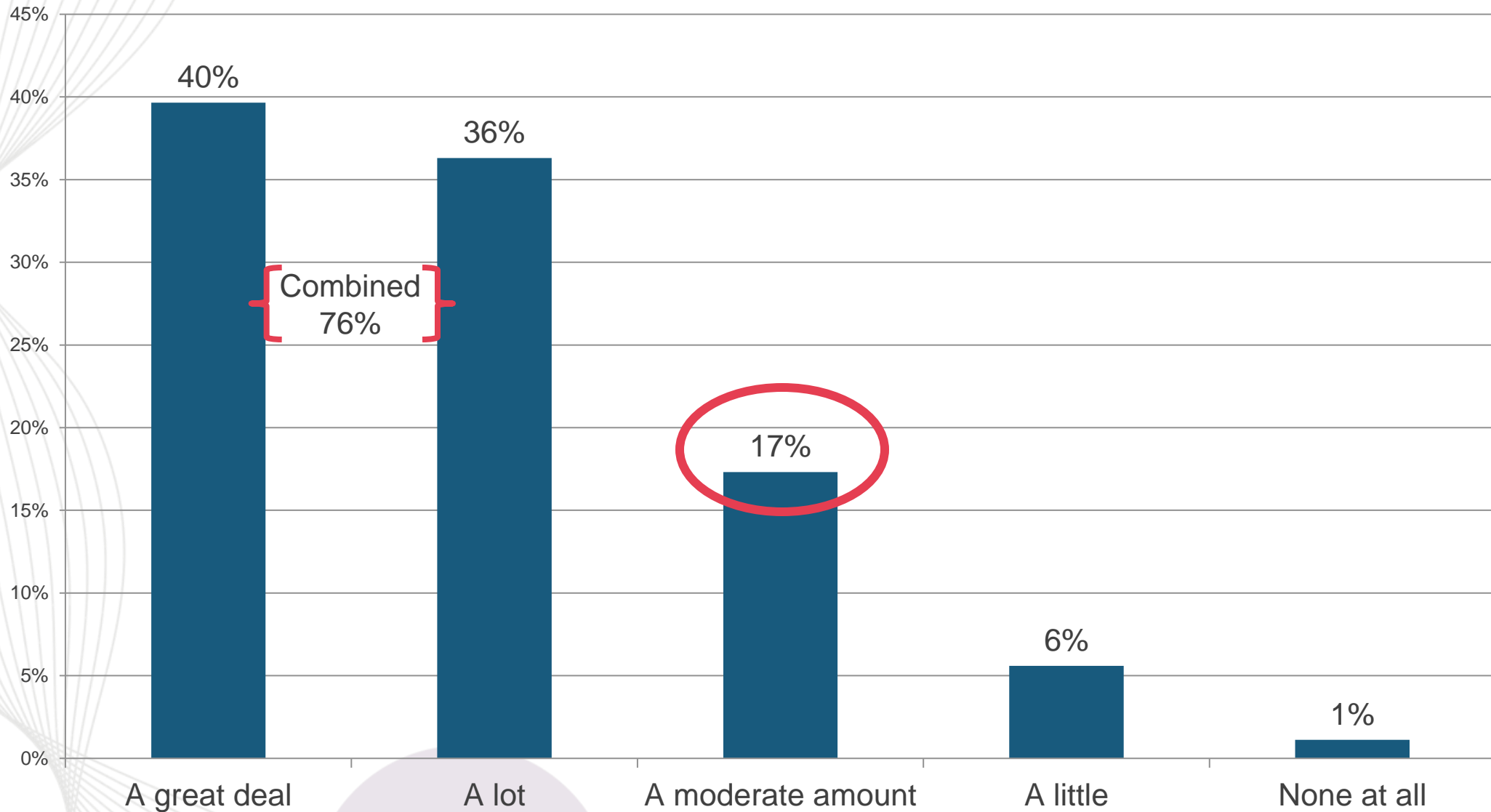
5. Spiritual Growth and Support (8 mentions)

“At first it was the worship experience. Now it’s not only the worship experience, but a whole community of great friends that keep us grounded and ever seeking ways to serve the greater community with love.”

“I find it welcoming and inclusive and Christ-like.”

“I love the support I get from the folks I have met through the years and especially my Sunday school class.”

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



In the next 1-3 years, what should be our most important priorities? How should we invest resources? (pg 1 of 2)

1. Community Outreach and Social Justice – 15 mentions

“Social justice, advocacy, direct service.”

“Activism in voting, gun control, women’s rights, racial justice.”

“Helping immigrant and refugee communities, providing a welcoming environment for people of varying racial and socioeconomic backgrounds and political ideologies.”

2. Youth and Family Programs – 12 mentions

“Focusing on children and young families is very important. Our older adults are a great asset we should support and use.”

“Building up the children’s ministry is important for me. I would love for the opportunities to continue and/or grow for children and youth.”

“Attract and retain young families; strengthen youth ministry, help working parents w/ daycare.”

3. Facility Maintenance and Improvement – 10 mentions

“I think we need to update our facilities - there are areas that need a lot of attention.”

“Our physical building needs attention!!! Especially the education wing. It looks shabby on the third floor and unwelcoming.”

“The aging facility is in need of repairs. I believe we have lost ground by using a maintenance co as opposed to a paid staff facility manager.”

In the next 1-3 years, what should be our most important priorities? How should we invest resources? (pg 2 of 2)

4. Spiritual Growth and Education – 8 mentions

“Growing members in Christian faith through small groups, intentional opportunities to develop relationships across age levels.”

“Newcomers as well as members at Belmont need to be given the opportunity to study scripture and theology in small groups.”

“The church needs to have a coherent program to nurture adults of all ages in spiritual maturity to develop church leadership.”

5. Inclusivity and Diversity – 7 mentions

“Promoting diversity. Acceptance of all. Strong youth program. Continue good music.”

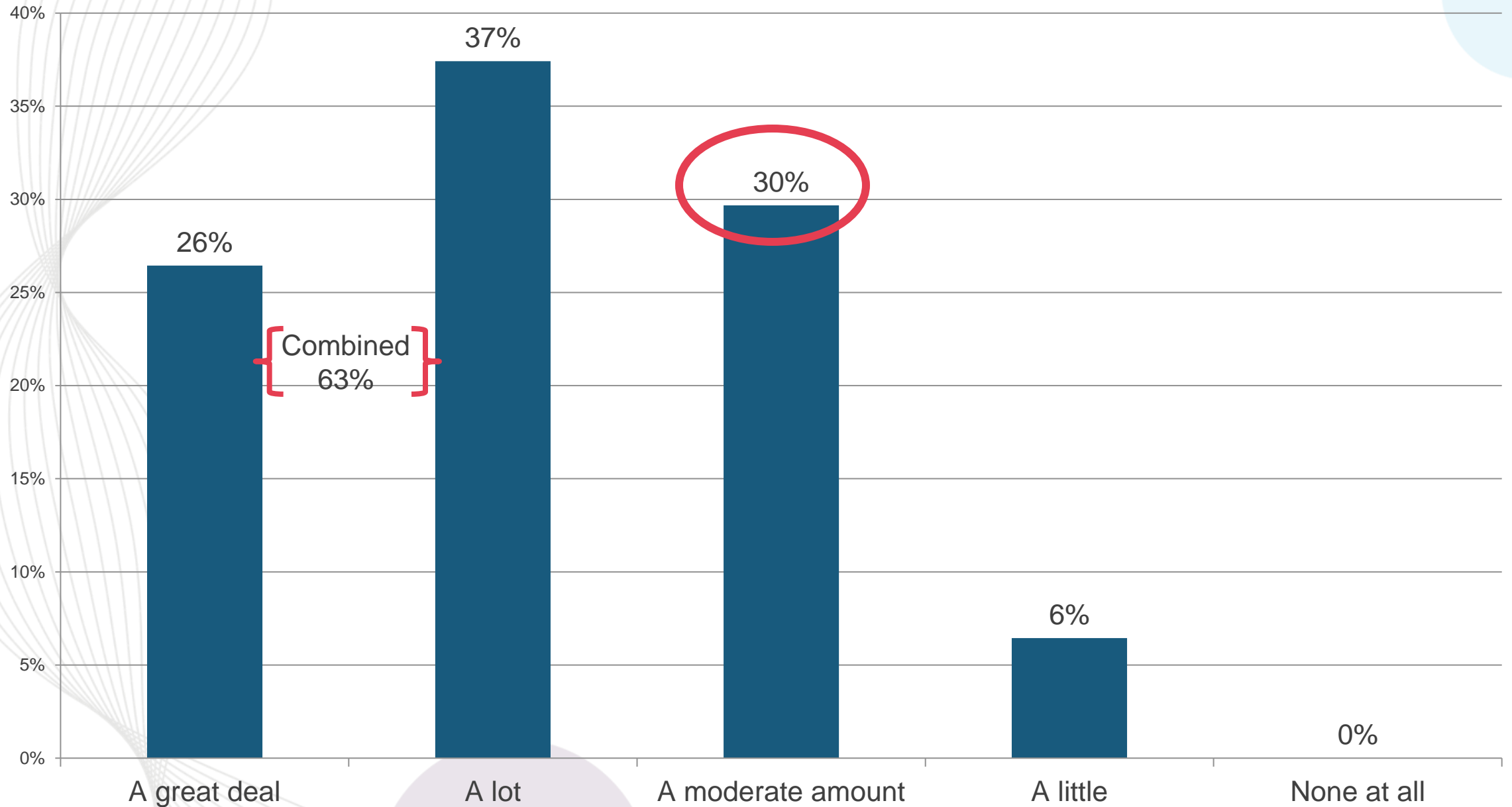
“Despite our commitment to social justice, our congregation seems to be less diverse than it has been in the past. I would like for that to change.”

“The most difficult task of any predominantly White organization is to join ranks at all levels with a predominantly or all Black church. Belmont UMC needs to lay the foundation for doing this.”

Are there other values or expressions of faith Belmont UMC needs to lift up in our visioning process and strategic planning?

1. **Service and Hospitality:** Emphasizing the need for ministries that cater to young families and children to allow adults to attend worship without distractions.
2. **Social Justice and Equity:** Highlighting the importance of social justice, equity, and accessibility within the church community.
3. **Inclusion and Diversity:** Focusing on intentional inclusion of new members, racial diversity, conservative members, LGTQBIA+ and engagement with diverse religious groups.
4. **Community Engagement:** Encouraging deep human contact, outreach to those unable to attend, and building community among members.
5. **Spiritual Growth and Discipleship:** Promoting Bible study, spiritual development programs, and small group activities.
6. **Outreach and Mission:** Continuing outreach efforts in the local community and supporting global missions, such as the relationship with Malawi.
7. **Volunteerism and Involvement:** Fostering a culture of involvement without overwhelming volunteers.
8. **Communication and Transparency:** Improving communication about church activities, trust fund usage, and encouraging gifts.
9. **Conflict Resolution and Reconciliation:** Learning techniques for reconciling differences and engaging with those who hold different views.

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



What do you think are the current priorities for missions and community service at Belmont UMC?

- 1. Local and International Missions - 20 mentions:** Emphasis on supporting both local and international mission efforts.
- 2. Inclusiveness and Diversity -17 mentions:** Focus on welcoming and supporting diverse groups, including the LGBTQ+ community.
- 3. Homelessness Support - 22 mentions:** Various programs aimed at helping the homeless, such as Room in the Inn and HERO.
- 4. Youth and Young Adult Ministry – 12 mentions:** Engagement and support for youth and young adults through various programs.
- 5. Mission Trips – 10 mentions:** Organized mission trips, such as ASP (Appalachia Service Project) and GYTTE (Give Ye Them To Eat).
- 6. Educational Support – 8 mentions:** Programs like ESL (English as a Second Language) and support for local schools.
- 7. Social Justice Advocacy - 6 mentions:** Commitment to advocating for social justice issues.
- 8. Support for Marginalized Groups – 5 mentions:** Efforts to support marginalized and underserved communities.
- 9. Community Service:** Active involvement in community service projects and outreach.
- 10. Global Missions:** Specific international missions, including work in Malawi and Mexico.
- 11. Charitable Giving:** Financial support for various mission projects and charitable organizations.
- 12. Community Partnerships:** Collaborations with local organizations and schools.
- 13. Volunteer Opportunities:** Providing opportunities for congregation members to volunteer and serve.
- 14. Faith and Discipleship:** Emphasis on building faith and community through service.
- 15. Balancing Local and Global Efforts:** Striving to balance resources and efforts between local and global missions.

What do you think the priorities should be for missions and community service at Belmont UMC? (pg 1 of 2)

1. Social Justice and Inclusivity – 27 mentions:

1. Strong focus on social justice, including support for un-homed individuals, LGBTQIA communities, and inclusivity.
2. Advocacy for affordable housing, childcare, and outreach to homeless women and children.

2. Emergency Response and Climate Change – 19 mentions:

1. Suggestion for churches to have emergency response vehicles and supplies for disasters.
2. Addressing climate change as part of mission activities.

3. Local Community Investment – 17 mentions:

1. Emphasis on investing in local communities, especially in gentrifying neighborhoods.
2. Focus on forming relationships with less advantaged parts of town and historically marginalized groups.

4. Continued Support for Existing Missions – 17 mentions:

1. Support for ongoing missions and community service projects.
2. Evaluation of current programs to ensure passionate leadership and effectiveness.

What do you think the priorities should be for missions and community service at Belmont UMC? Part 2

5. Education and Youth Support – 14 mentions:

1. Importance of tutoring and academic preparation for children.
2. Addressing deficits in reading levels and ACT scores.

6. Mental Health and Addiction Recovery - 12 mentions

1. Support for addiction recovery and mental health assistance.
2. Outreach to addicts/alcoholics who may feel unwelcome in conservative church settings.

7. Foreign Missions – 11 mentions:

1. Highlighting the effectiveness and sustainability of specific mission trips, such as GYTTE.
2. Encouraging stronger support for foreign missions.

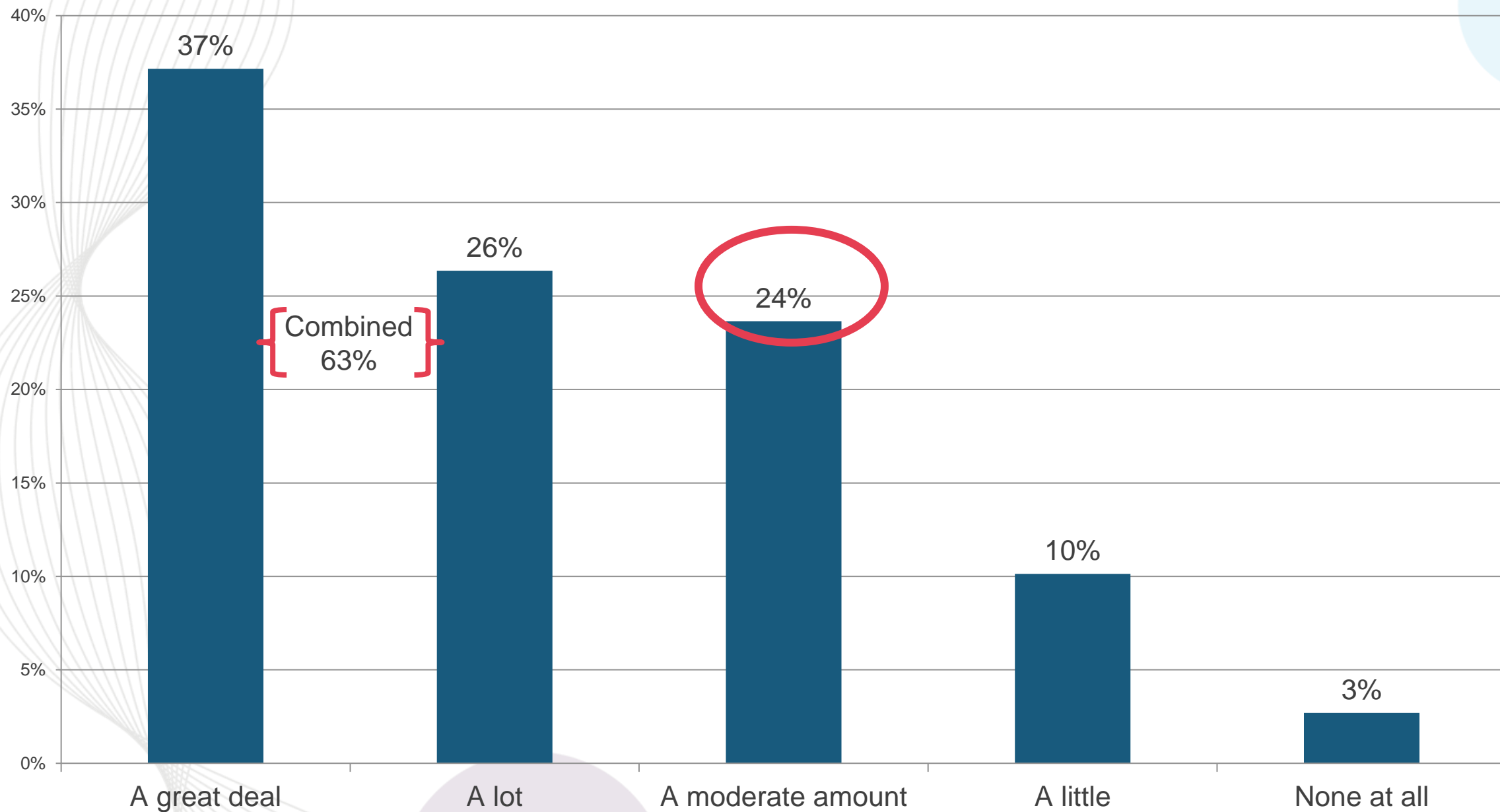
8. Youth and Young Adult Engagement – 7 mentions:

1. Creating service opportunities accessible to younger members with limited time and resources.
2. Emphasis on involving younger adults in mission work.

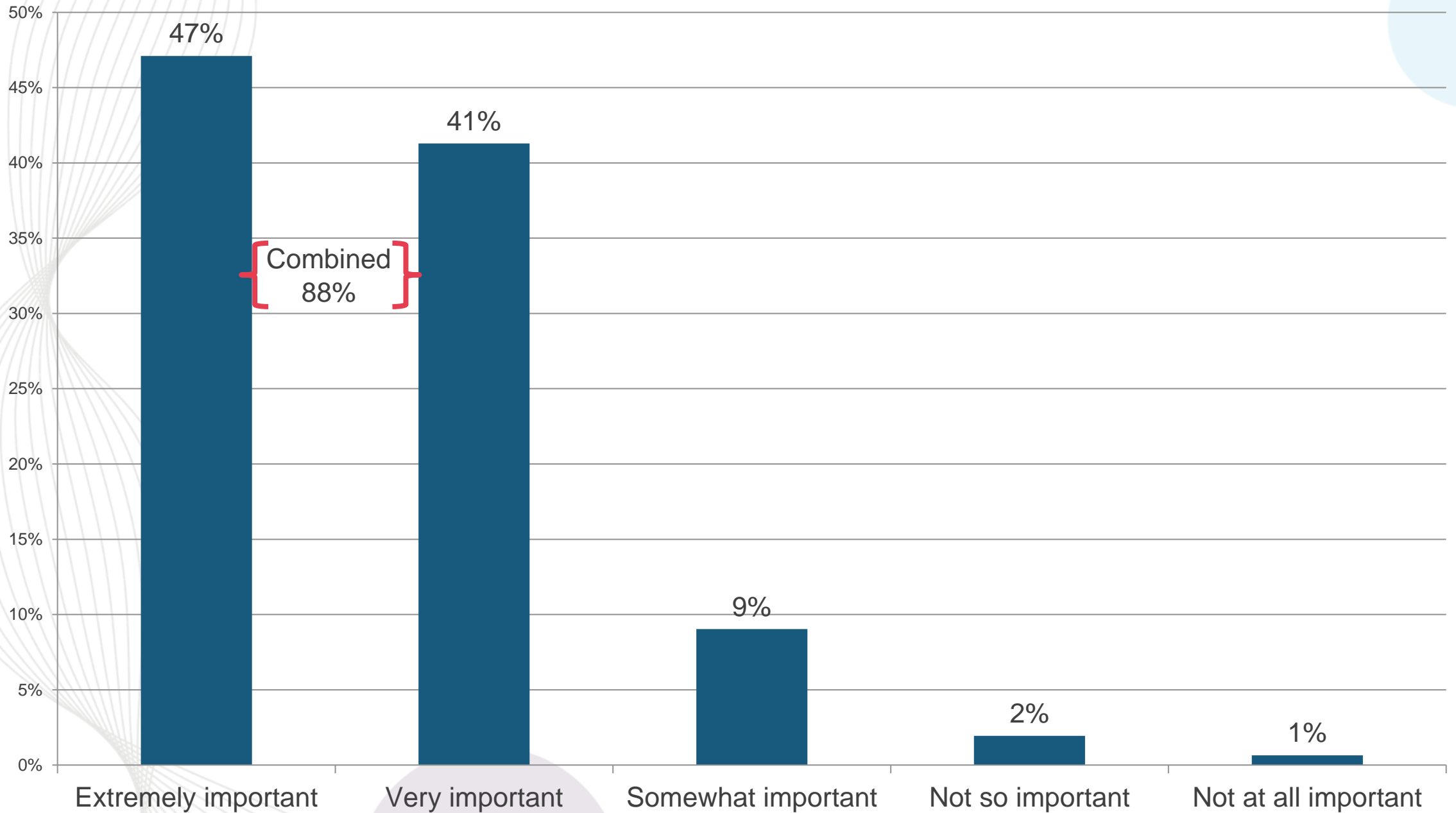
9. Interfaith and Interdenominational Relationships – 3 mentions:

1. Encouraging partnerships with other faith communities and historically Black churches.
2. Reinstating interdenominational relationships and events.

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?



How could Belmont UMC do better at connecting with the community and attracting new members?

Connecting with the Community

1. Enhanced Communication - 5 mentions
2. More Community Events - 4 mentions
3. Better Online Presence - 3 mentions
4. Utilize Community Center - 3 mentions
5. Social Media Engagement - 3 mentions
6. Signage and Visibility - 2 mentions
7. Partner with Other Organizations - 2 mentions
8. Community Outreach Programs - 2 mentions

Attracting New Members

1. Focus on Young Families and Children - 6 mentions
2. Personal Invitations and Word of Mouth - 5 mentions
3. Improved Welcome and Integration for New Members - 4 mentions
4. More Diverse and Inclusive Membership - 3 mentions
5. Better Marketing and Publicity - 3 mentions
6. Engagement with Local Universities and Colleges - 3 mentions
7. More Social and Fellowship Opportunities - 3 mentions
8. Improved Facilities and Amenities - 2 mentions

How have you experienced your faith being nurtured in the Belmont UMC community?

1. **Sunday School Classes** mentions 34:

Examples: Participation in various Sunday School classes like Simplicity, Fellowship, Seekers, and Friendship classes; learning and feeling encouraged; studying the lectionary scriptures.

2. **Worship Services** mentions 28:

Examples: Attending the 8:00 am service, meaningful worship experiences, online services during COVID, weekly communion at early service.

3. **Small Groups** mentions 22:

Examples: Small groups for Lent and Advent, Covenant Discipleship groups, Companions in Christ, mini retreats.

4. **Music Ministry** mentions 18:

Examples: Participation in choir, adult choir, singing, music offerings like Feast of Lights, and being part of musical leadership.

5. **Community and Fellowship** mentions 20:

Examples: Feeling welcomed and loved, friendships with church members, support during times of need, community involvement in events like PRIDE and CROP WALK.

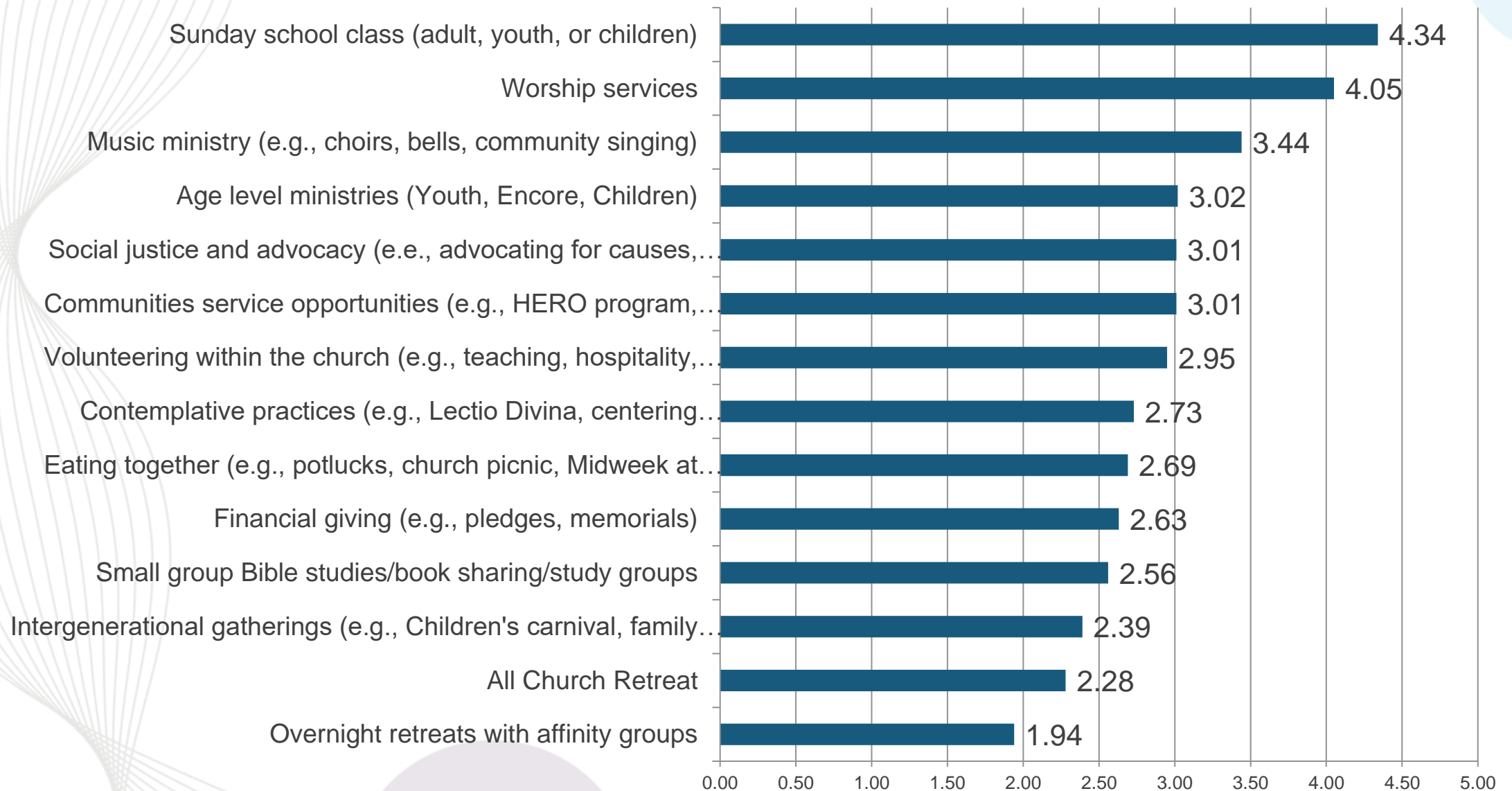
6. **Service and Mission Work** mentions 15:

Examples: Volunteer educational efforts, mission trips to Mexico and Malawi, Room in the Inn, outreach ministries.

7. **Educational and Spiritual Growth Opportunities** mentions 12:

Examples: Inspirational messages from pastors, Bible study groups, Disciple Bible Study, book discussion groups, lectures and classes.

Most Meaningful Discipleship Opportunities (Weighted Average)



What elements of worship at Belmont UMC are most meaningful to you?

1. Music - 63 occurrences

Examples:

- “The music and intentionality of how the message, scripture, and music are woven together.”
- “I love the music of the 10:30 service, and miss it by going early.”
- “The creative and innovative ways we are encouraged to pray, sing and be challenged by the message/word.”

2. Sermon - 28 occurrences

Examples:

- “Listening to Pastor Paul and the beauty of the sanctuary.”
- “Sermon, music, youth choir, hymns, pastoral prayer, scripture reading.”
- “Relatable preaching that helps me guide my daily growth in God.”

3. Communion - 15 occurrences

Examples:

- “Communion, singing, hymns, rituals repeated (All-Saints, Easter, Christmas Eve).”
- “Communion and community speakers.”
- “The flow of the liturgy Communion.”

4. Prayer - 10 occurrences

5. Scripture - 9 occurrences

6. Liturgy - 8 occurrences

7. Community - 7 occurrences

8. Fellowship - 5 occurrences

What are some things you would like to see incorporated into worship at Belmont UMC?

1. **Music** 11 occurrences

- “Gospel music / Country Gospel”
- “I wish the choir sang more spirituals.”
- “Infusion of contemporary music now and then.”

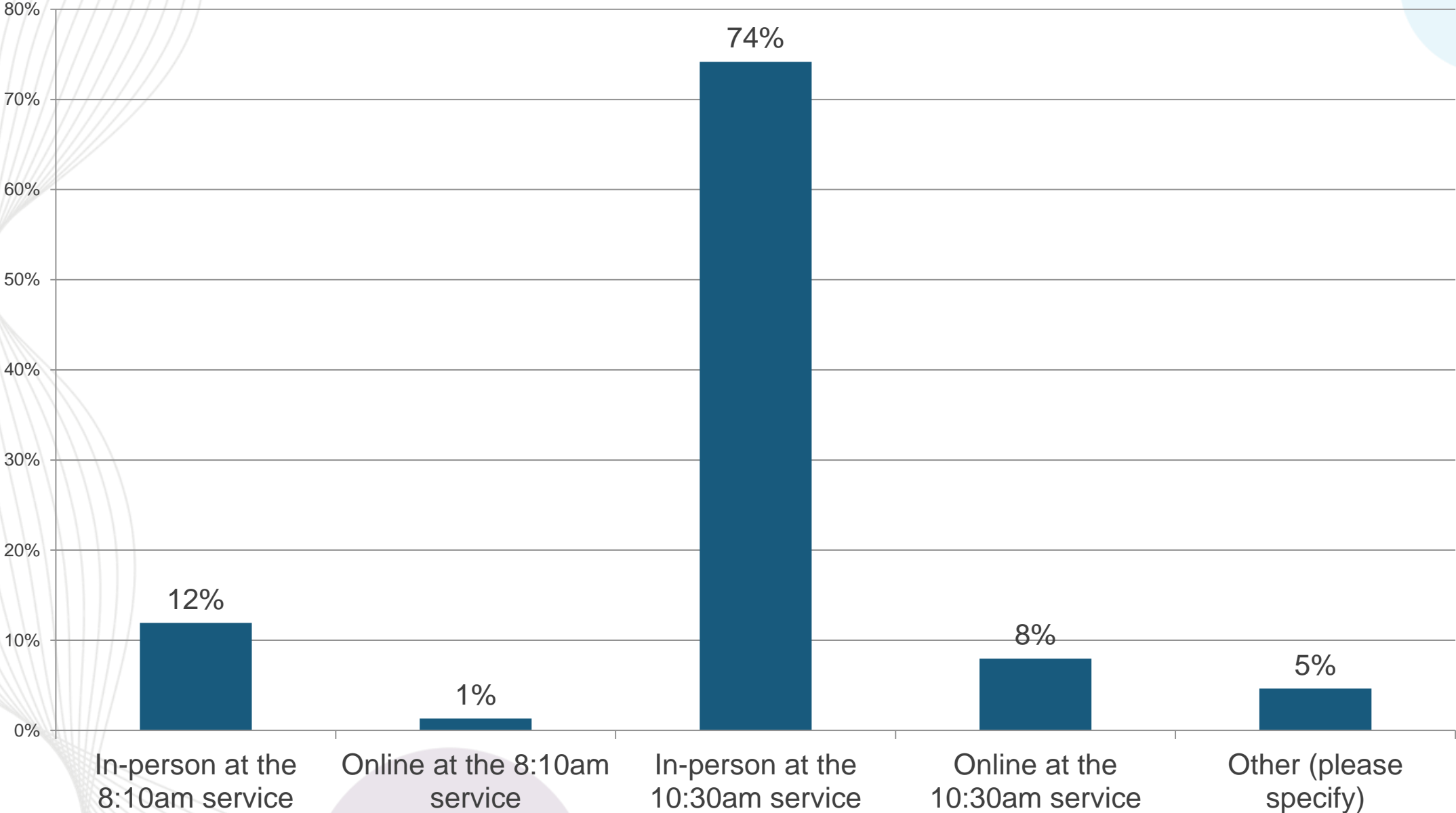
2. **Children** 10 occurrences

- “Children’s moment”
- “A children’s sermon more frequently”
- “More opportunities for children and youth to be involved regularly”

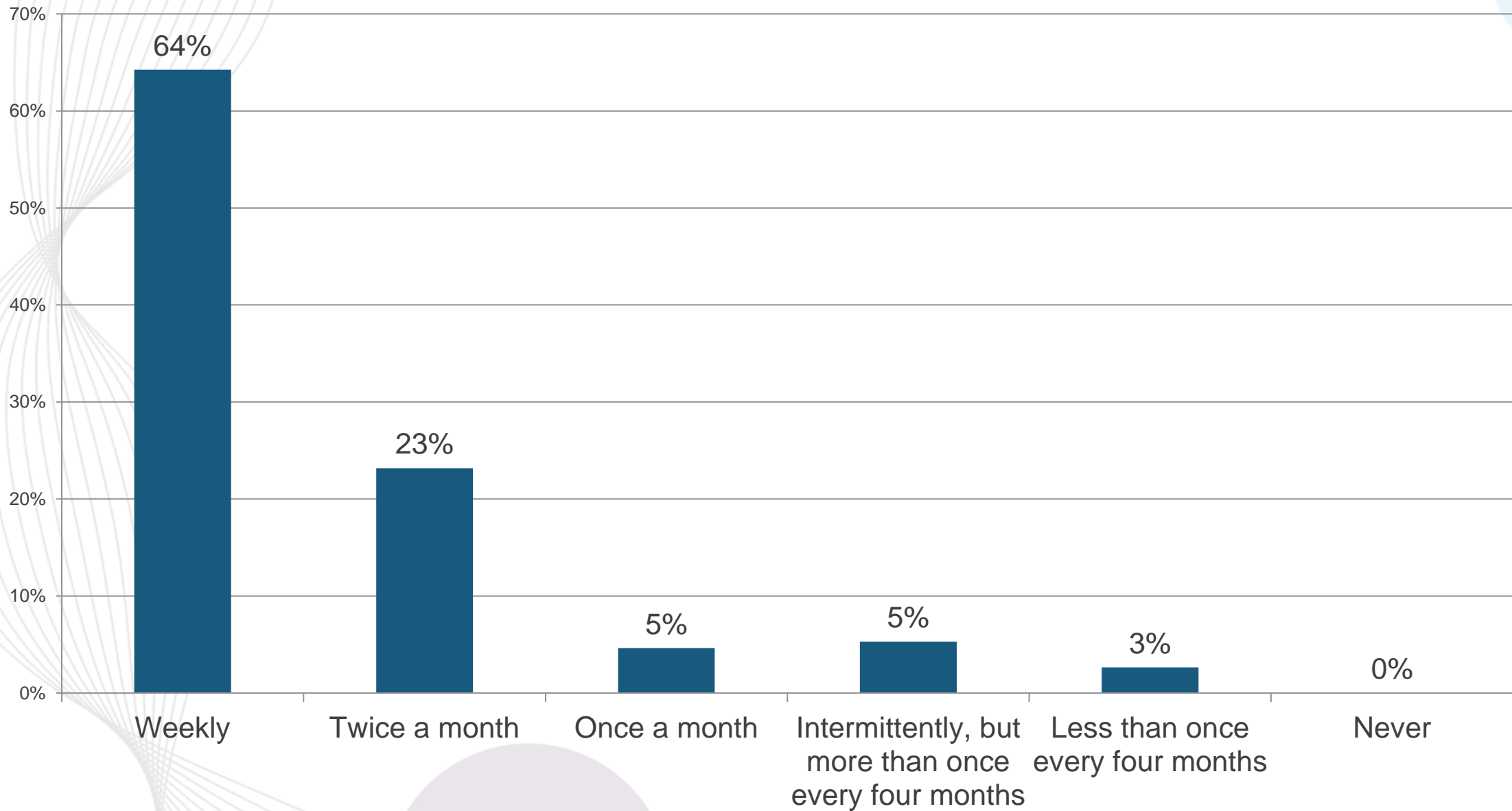
3. **Service** - 8 occurrences

- “2nd hymn at early service.”
- “another hymn in early church”
- “I would be happy to see a contemporary/casual service offered to reach more people, especially young or those who have been hurt by traditional church”

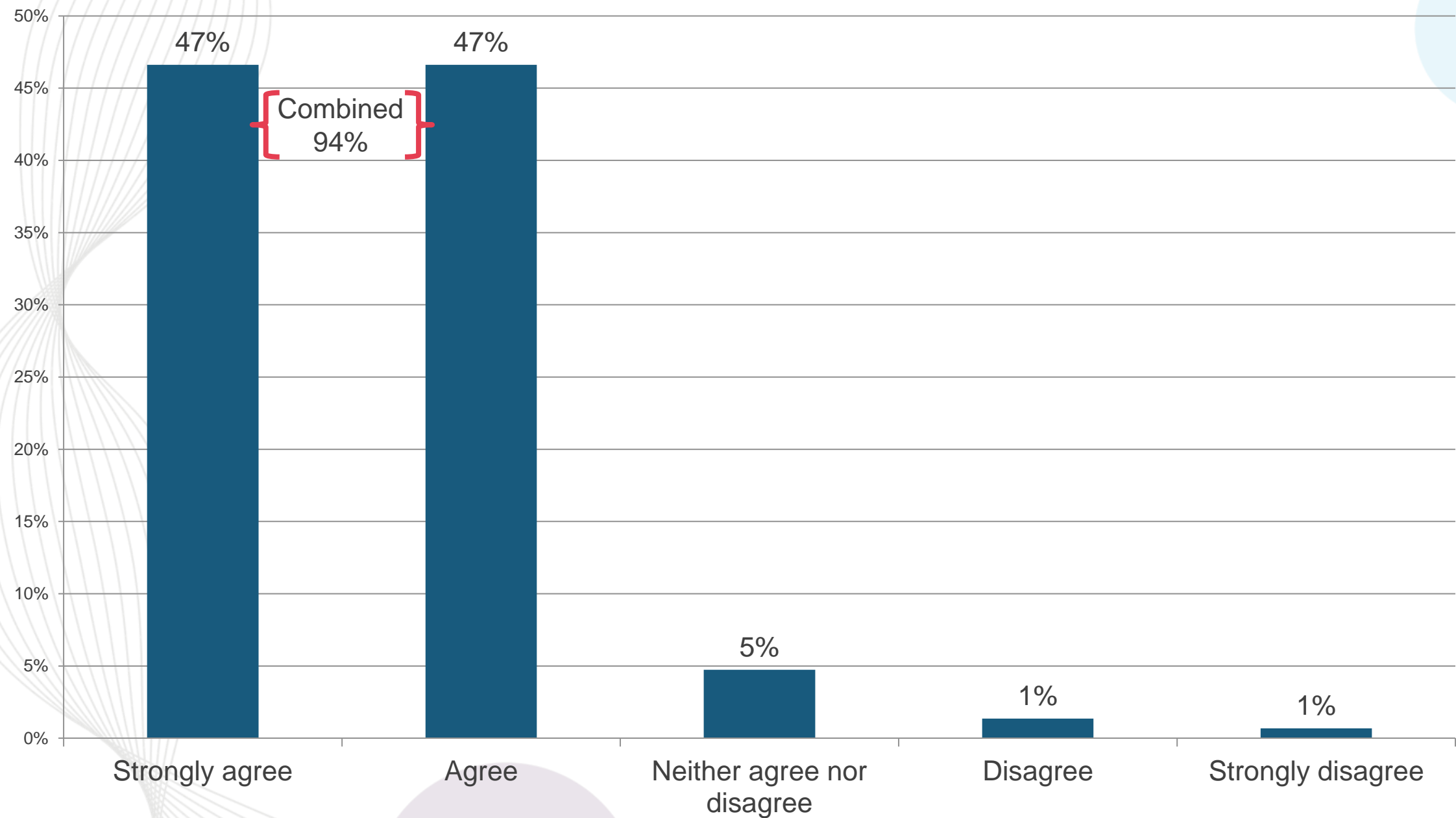
Where and when do you worship most often?



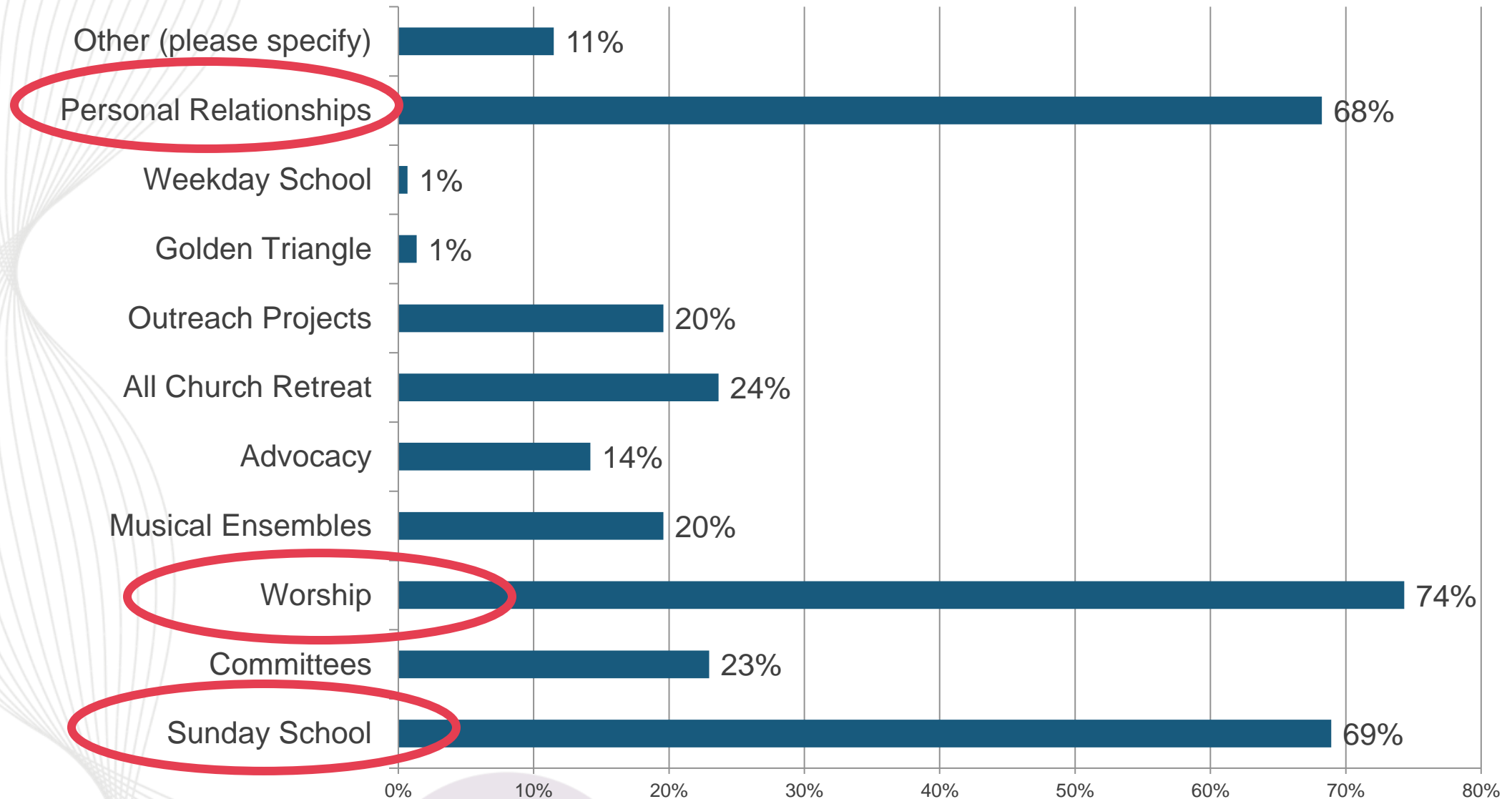
How often do you attend worship services at Belmont UMC (virtually or in-person), on average?



I feel connected to the Belmont UMC community.



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



Where do you notice tensions/disconnections

1. **LGBTQ+ Inclusion** 6 mentions: Some members feeling tension over the church's stance and focus on LGBTQ+ issues.
2. **Attendance and Engagement** 5 mentions: Concerns about declining attendance, especially among long-term members and families who only attend sporadically.
3. **Relationship with Golden Triangle Fellowship (GTF)** 5 mentions: Noted as needing clarification and improvement.
4. **Communication Issues** 4 mentions: Mentioned several times, including frustrations with the audio system and general communication within the church.
5. **Generational Gaps** 4 mentions: Disconnections between different age groups, such as older and younger members not interacting much.
6. **Social Justice Advocacy** 4 mentions: Some members feel there is a lack of clarity and involvement in social justice efforts.
7. **Financial Concerns** 3 mentions: Issues related to budget priorities and reliance on a smaller number of donors.
8. **Staff Cohesion** 3 mentions: Observations about the staff not always appearing cohesive or informed about each other's areas.
9. **Children and Youth Programs** 3 mentions: Concerns about the effectiveness and importance of these programs within the church community.
10. **In-Person vs. Virtual Participation** 2 mentions: Tensions between those who prefer in-person worship and those who have shifted to virtual participation.

How should Belmont UMC address these tensions/disconnections?

1. **Communication:** Mentioned 8 times

Examples: “Good communication and caring is always key to good relationships.”, “Communication!!! Members need to be aware!!!”, “Transparency and communication so folks know the goals and direction of groups and projects.”

2. **More opportunities for meals and gatherings:** Mentioned 6 times

Examples: “More opportunities for meals together”, “Maybe a quarterly potluck after church (includes the Summer picnic).”, “‘Bi-partisan’ meals, to connect informally with structured discussion.”

3. **Inclusiveness and outreach:** Mentioned 5 times

Examples: “Outreach and welcoming for all”, “Emphasize inclusiveness.”, “More opportunities to get our diverse groups together, beyond our current framework.”

4. **Intentional relationship building:** Mentioned 4 times

Examples: “Perhaps being intentional about having members adopt a family or a classroom to help build relationships with the children and families.”, “Intentional

planning for settings other than established Sunday School classes.”

5. **Involvement of young families and diverse groups:** Mentioned 4 times

Examples: “More resources for young families - without them we can’t go forward.”, “Acknowledgement of difficulties or disconnections, and addressing the lack of involvement of different kinds of people at Belmont.”

6. **Governance and strategic planning:** Mentioned 3 times

Examples: “Have a serious conversation about our governance structure (Executive Committee, Admin Board, and Ministry Council).”, “A strategic planning process is a useful tool in answering this for the short term.”

7. **Listening and caring dialogue:** Mentioned 3 times

Examples: “Caring dialogue”, “Listening”, “Keep the conversations & prayers going.”

What else would you like us to know? (pg 1 of 2)

1. Acoustics and Sound Issues - 6 mentions

"I have a hard time hearing in the sanctuary."

"Solving the sound/acoustical issues in the sanctuary needs to be a priority."

"The inability to hear clearly greatly diminishes the worship experience."

"I strongly believe the church should do something to correct the terrible acoustics and sound system in the main sanctuary."

2. Appreciation for Staff and Volunteers - 10 mentions

"Thank you to the dedicated team working on this plan!"

"I am very thankful for all that the staff does for us!!!"

"Thanks to those taking on this difficult task."

"I thank God for Belmont UMC!"

3. Traditional Worship Style - 7 mentions

"I sincerely hope that Belmont will continue to offer the more traditional worship style that we currently experience."

"I love our traditional high church that occasionally pushes the boundaries but does not seek to abandon the BUMC traditions."

"I would appreciate more opportunities like Disciple Bible Study, small-group prayer groups (perhaps organized by neighborhoods), a stronger, more liturgical 'high church' worship experience each week."

4. Inclusivity and Community - 5 mentions

"My sincere hope is that Belmont UMC will become a sign that points toward the inclusivity that must characterize our world if all God's children are to have a future."

"Belmont is a place where my Baptist and Catholic family members can come and find elements of worship that are familiar to them."

"Inclusion should be demonstrated by regularly saying in worship from the pulpit that we need and want people to follow Jesus and to become members of this church."

What else would you like us to know? (pg 2 of 2)

5. Music and Worship Experience - 6 mentions

"Love the greater variety of music Matthew has brought to us and think Emma B is such a marvelous asset!"

"The music is great. The youth program is thriving."

"Music is amazing."

6. Building and Facilities - 5 mentions

"Work on making building more accessible."

"We have to maintain the buildings, they are embarrassing currently."

"I do think the maintenance and care of our campus are extremely important."

OF NOTE: The Weekday School was only mentioned 9 times in all 3000+ open ended comments and most of those were related to reaching out to them to grow our church.

7. Security Concerns - 3 mentions

"There was no mention of church security. I think many of us, myself included, don't feel safe at church."

"Are the doors still being locked a few minutes after the service starts?"

"Are there any other provisions for security during services?"

8. Community Engagement and Growth - 4 mentions

"We do welcoming so well - now we need to focus on growing and keeping people here and engaged!"

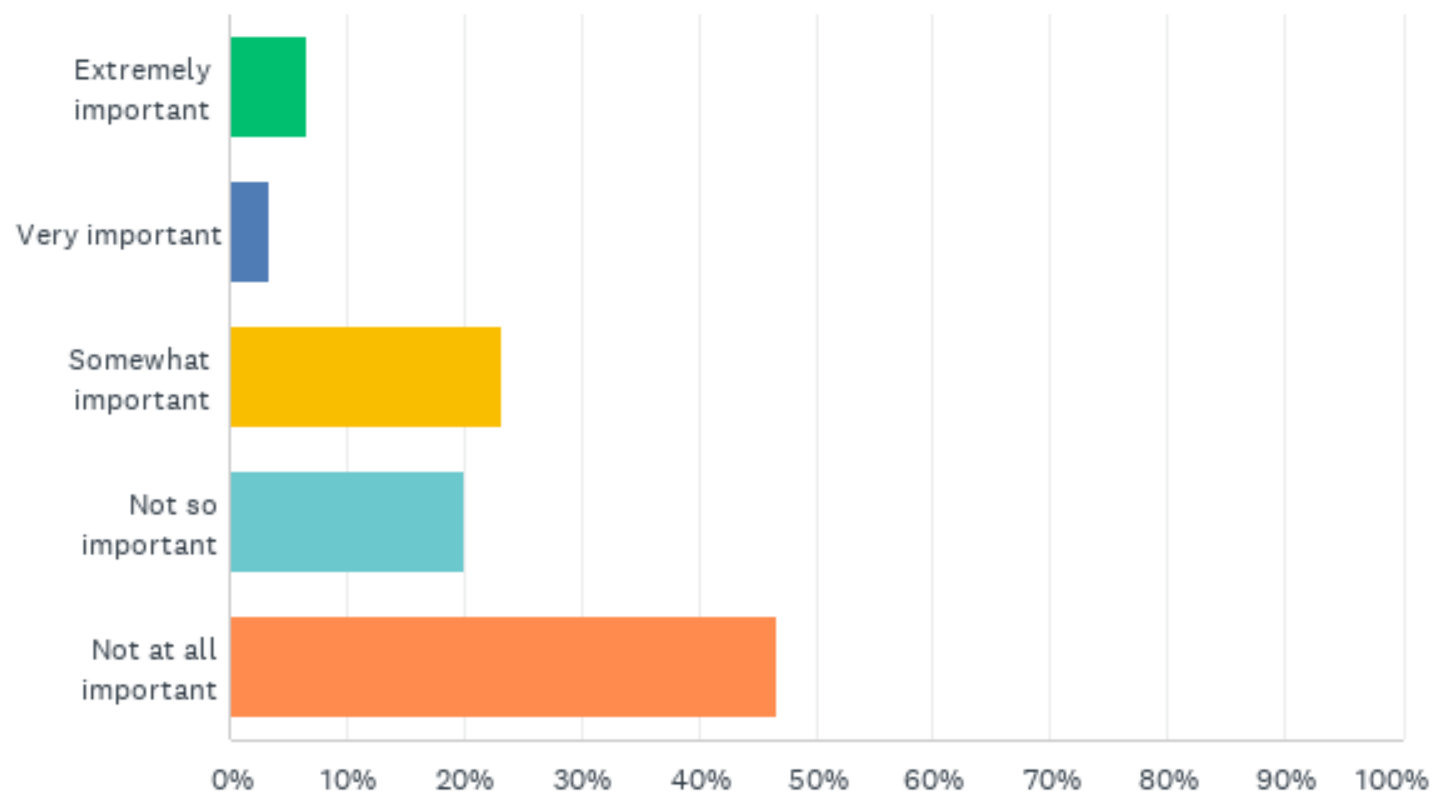
"I think we are on the cusp of doing great things. We just need to identify some areas and then throw our full support to those projects."

"I love Belmont and I think it has great ministry already but potential for even greater reach out into community and world."

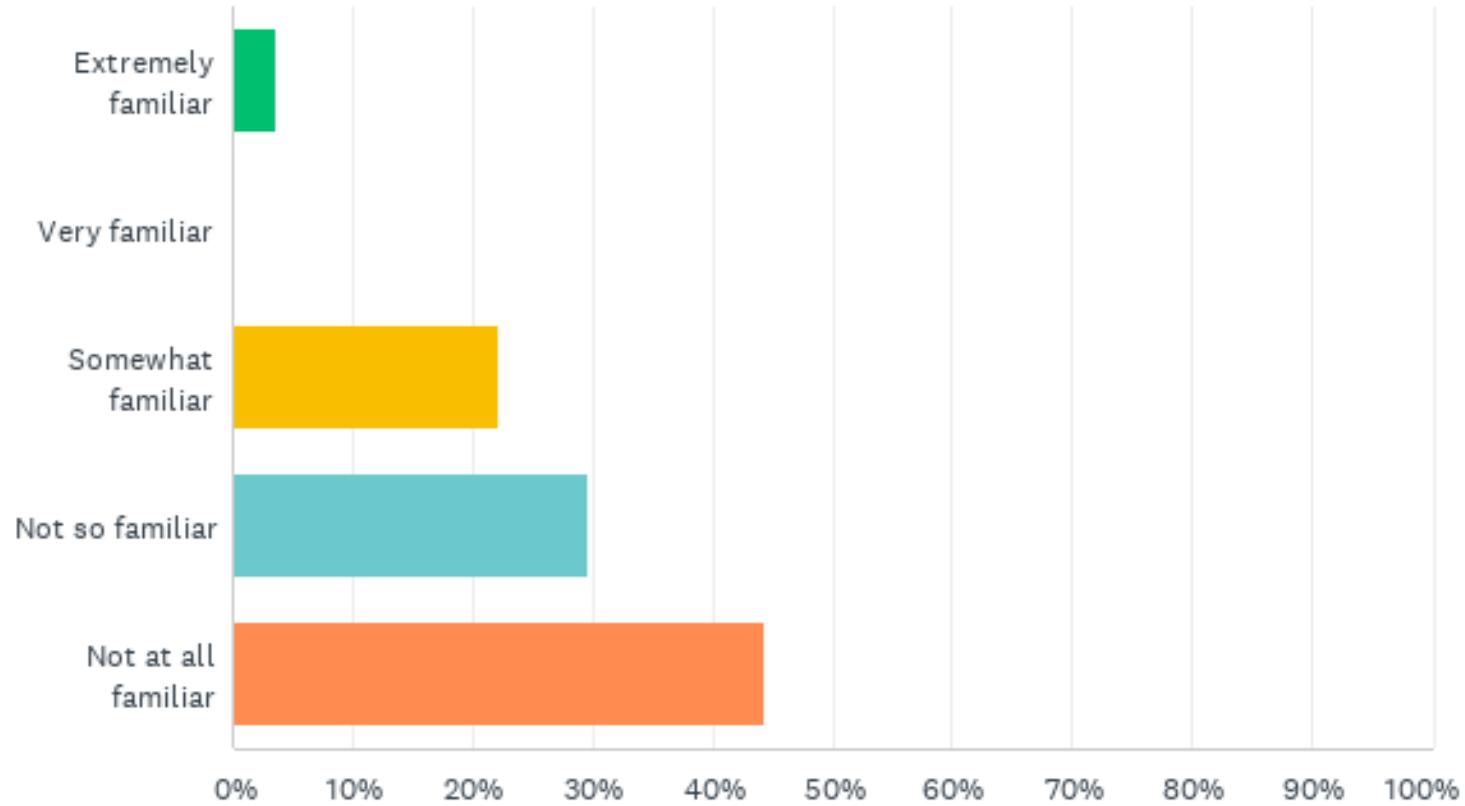


Weekday School - Parents

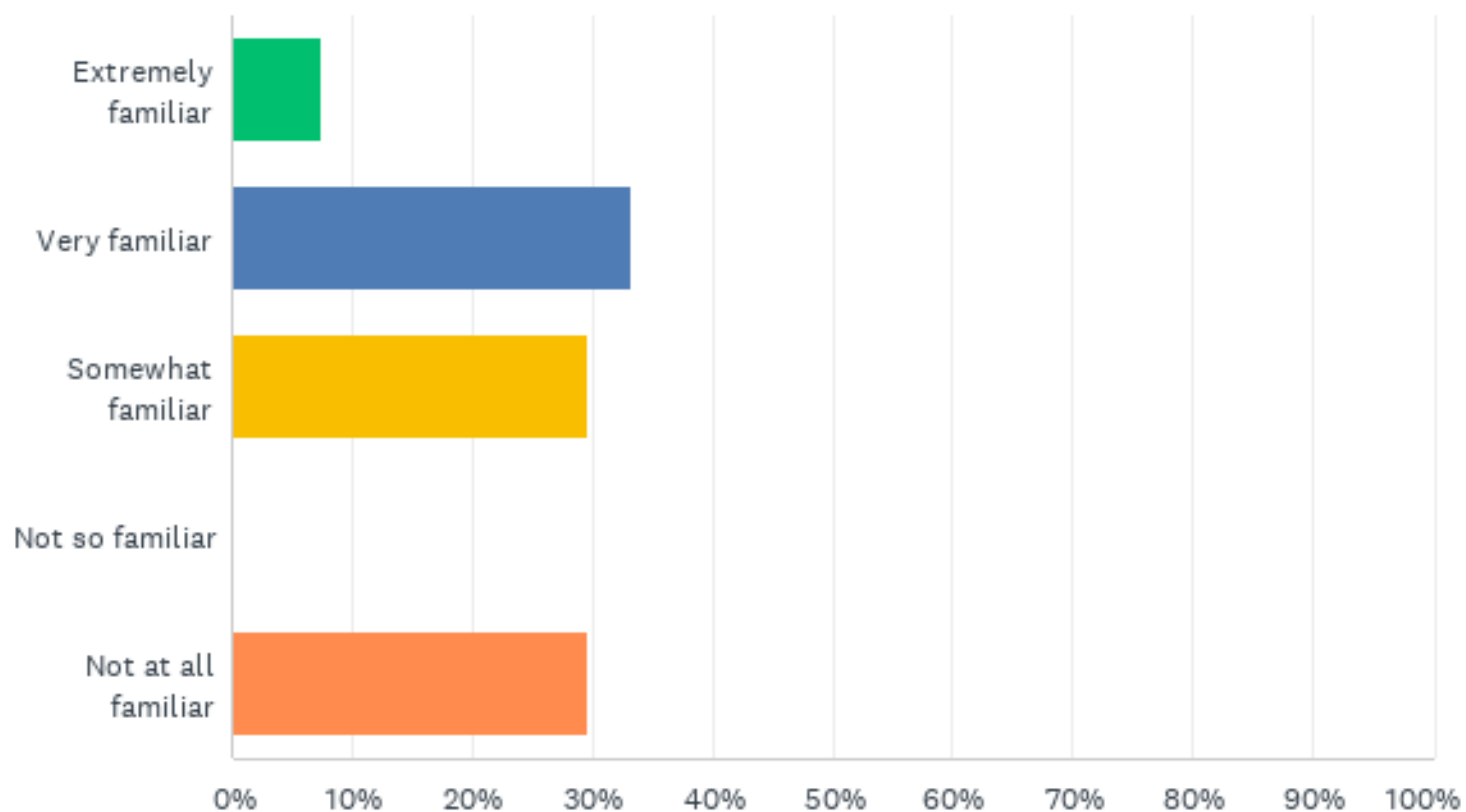
Q2 How important to you was the affiliation of the Weekday School with Belmont UMC when making the decision to enroll your child(ren) in the Weekday School?



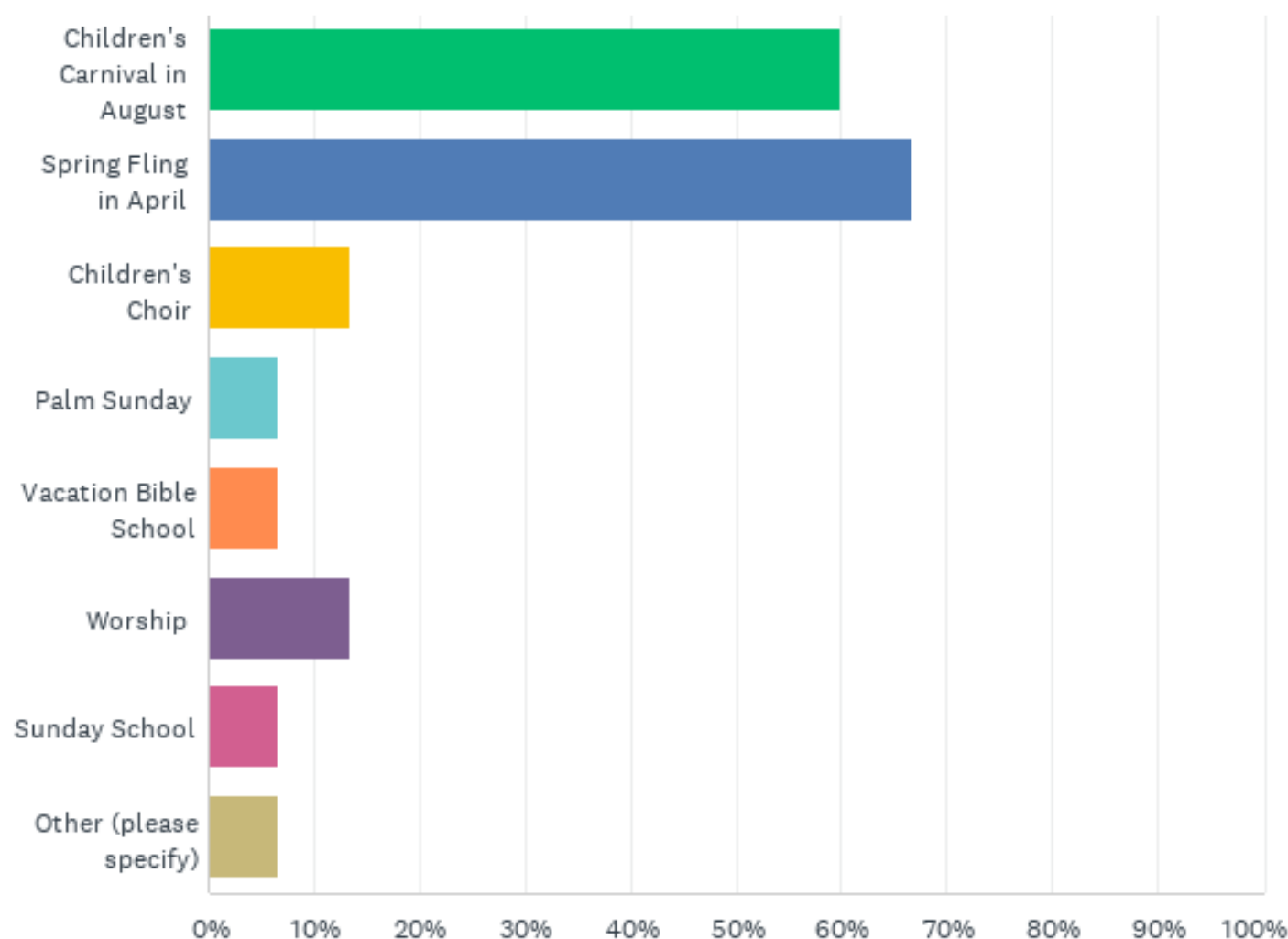
Q6 How aware are you of the outreach and community projects of Belmont UMC?



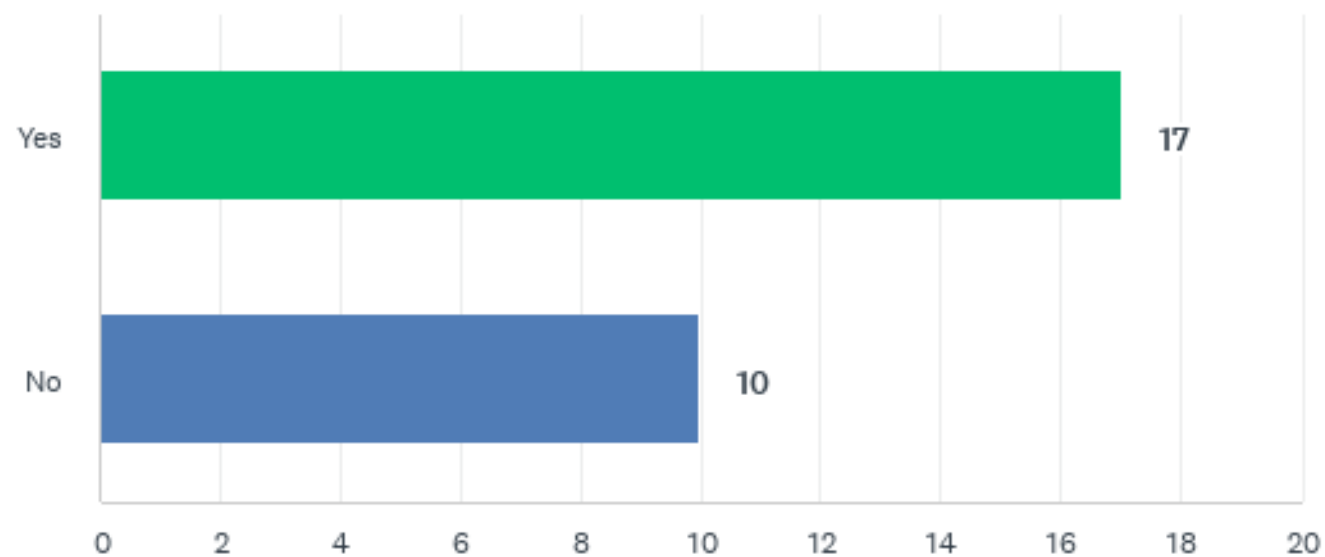
Q7 How familiar are you with Belmont UMC's welcoming statement and the emphasis our church places on inclusivity?



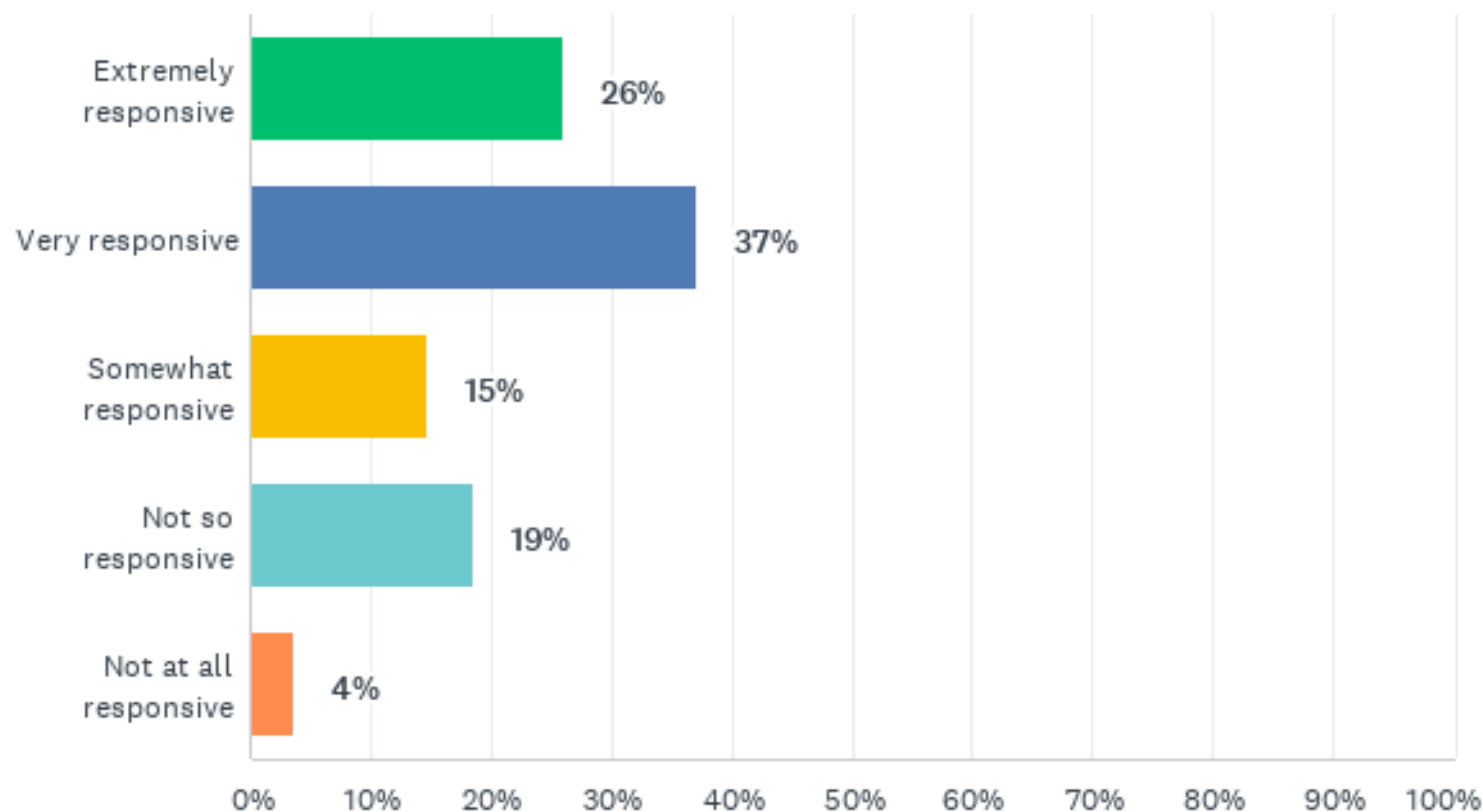
Q8 Have you attended any of the following activities for children through Belmont UMC? (check all that apply)



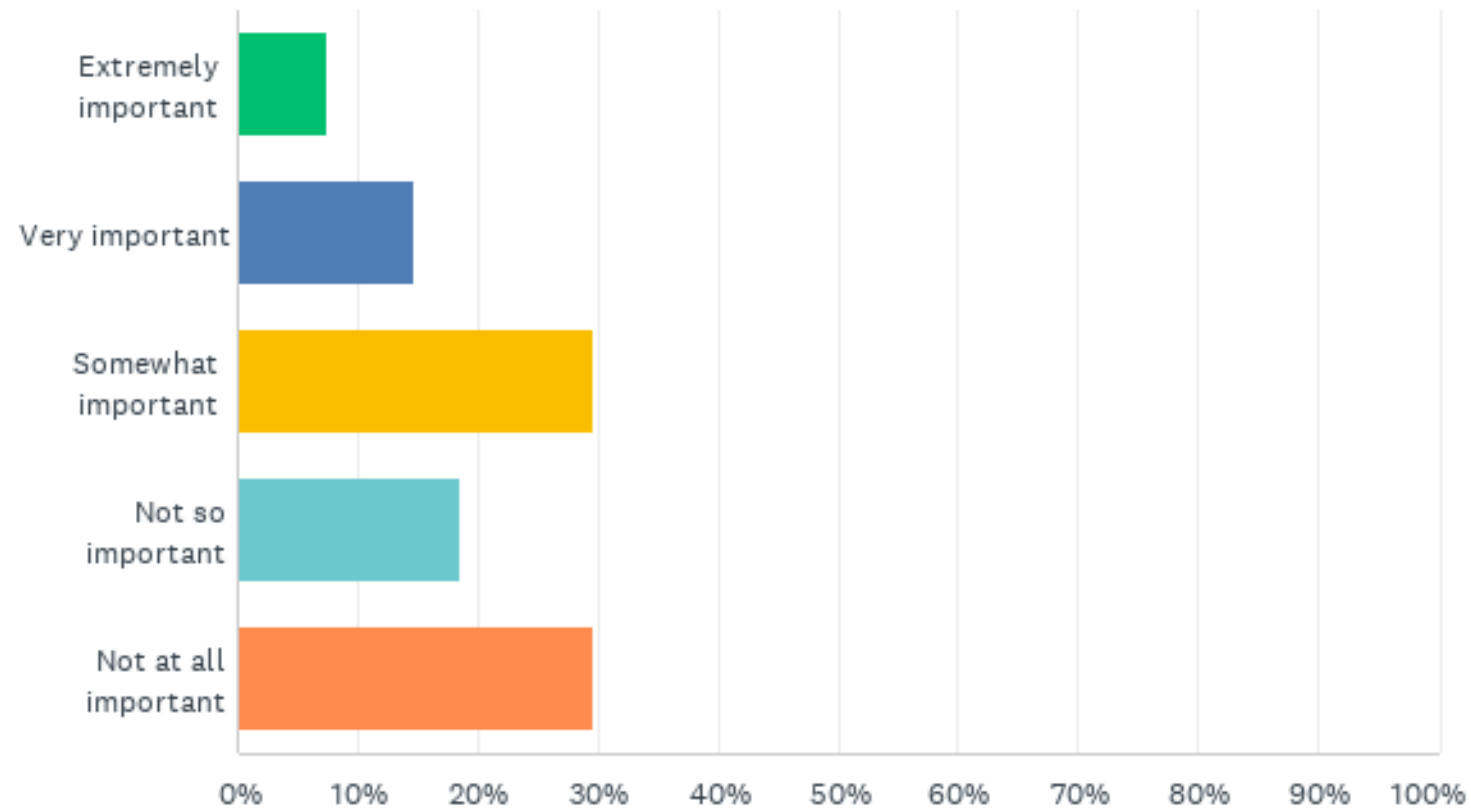
Q9 Would you be interested in knowing more about activities offered for children by Belmont UMC?



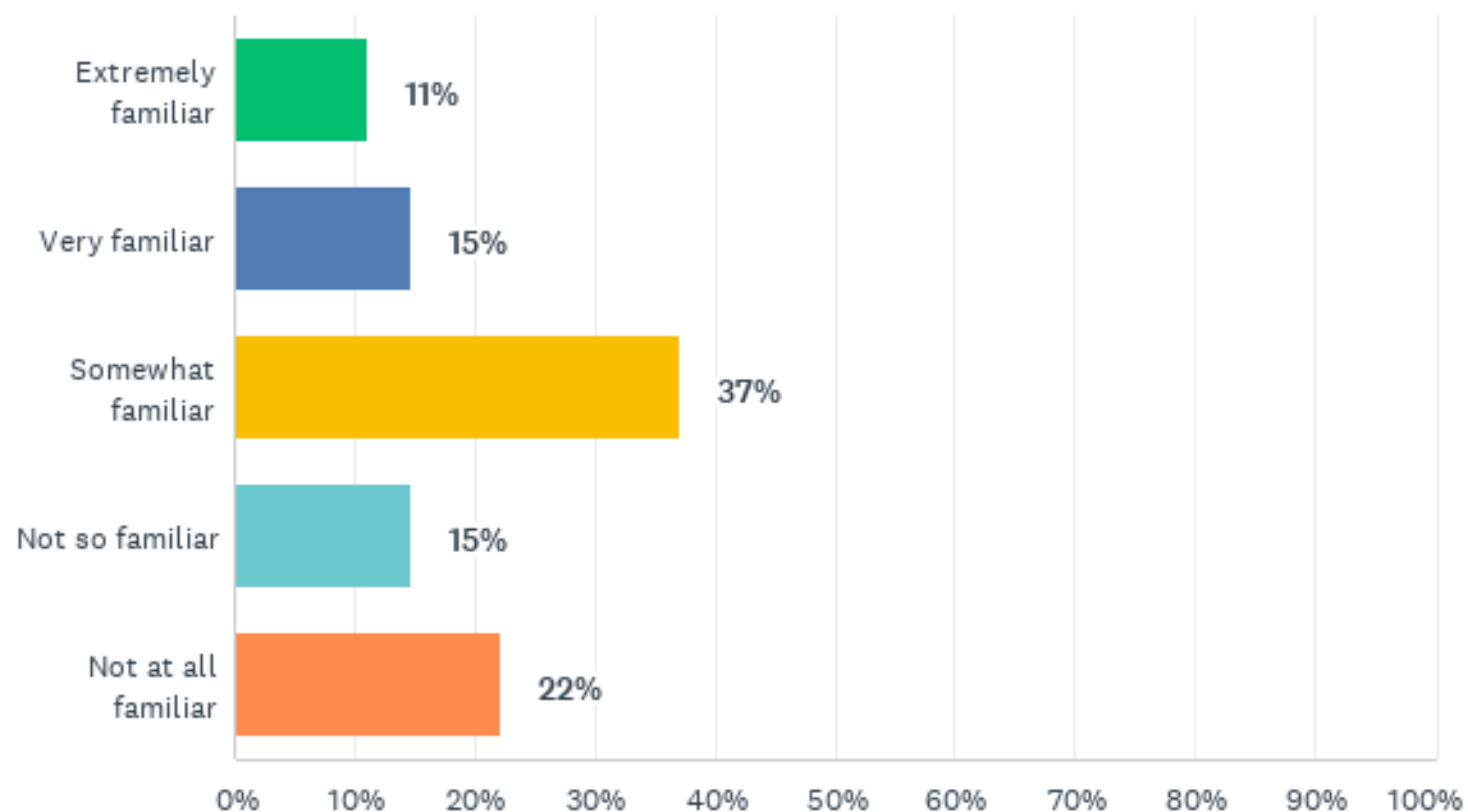
Q10 How well has the Weekday School done with communication and support toward families?



Q11 How important is it for you to see and interact with church leaders?



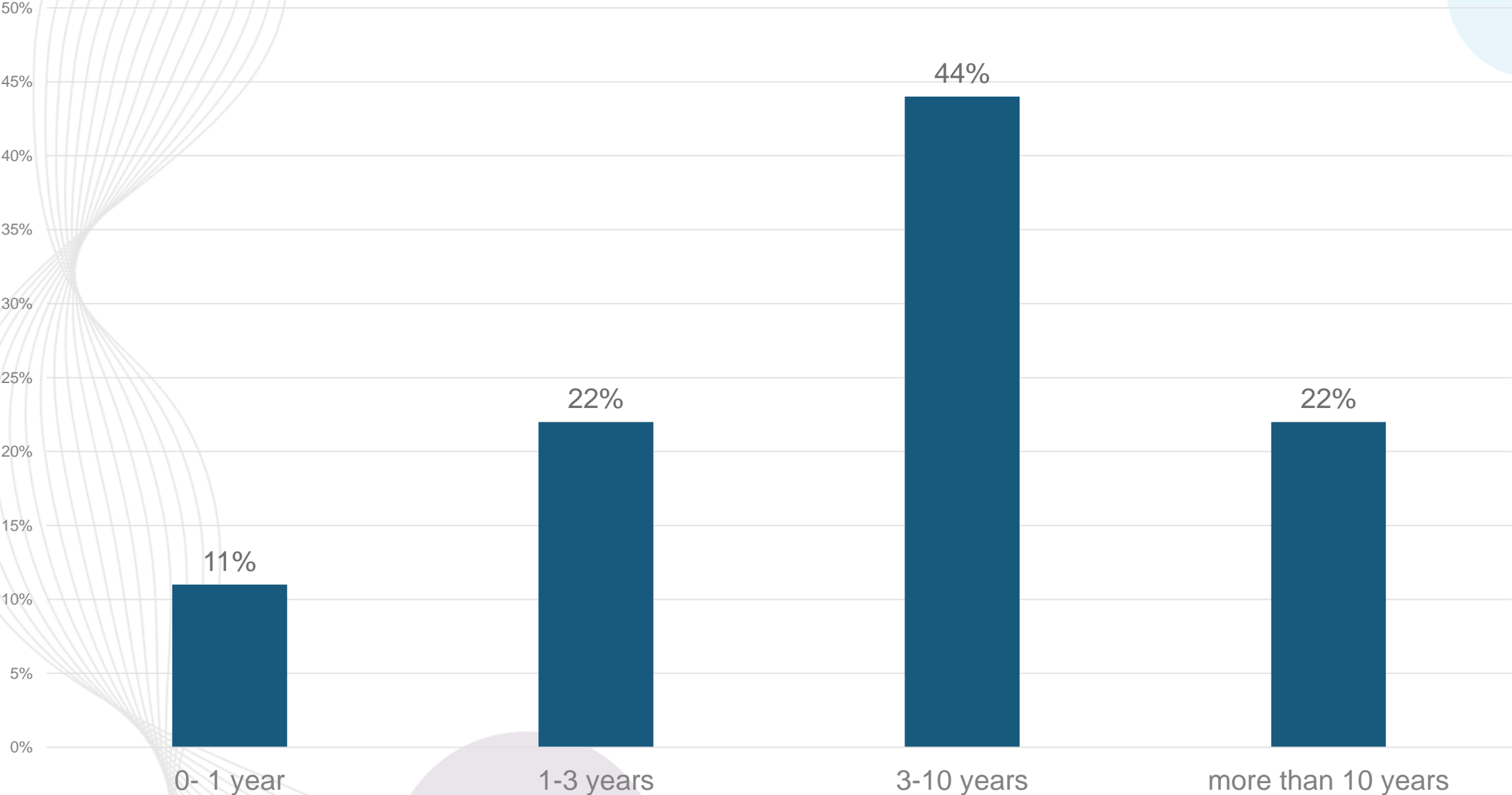
Q12 If you have a problem or issue at the Weekday School, do you know/understand the process for addressing a grievance?



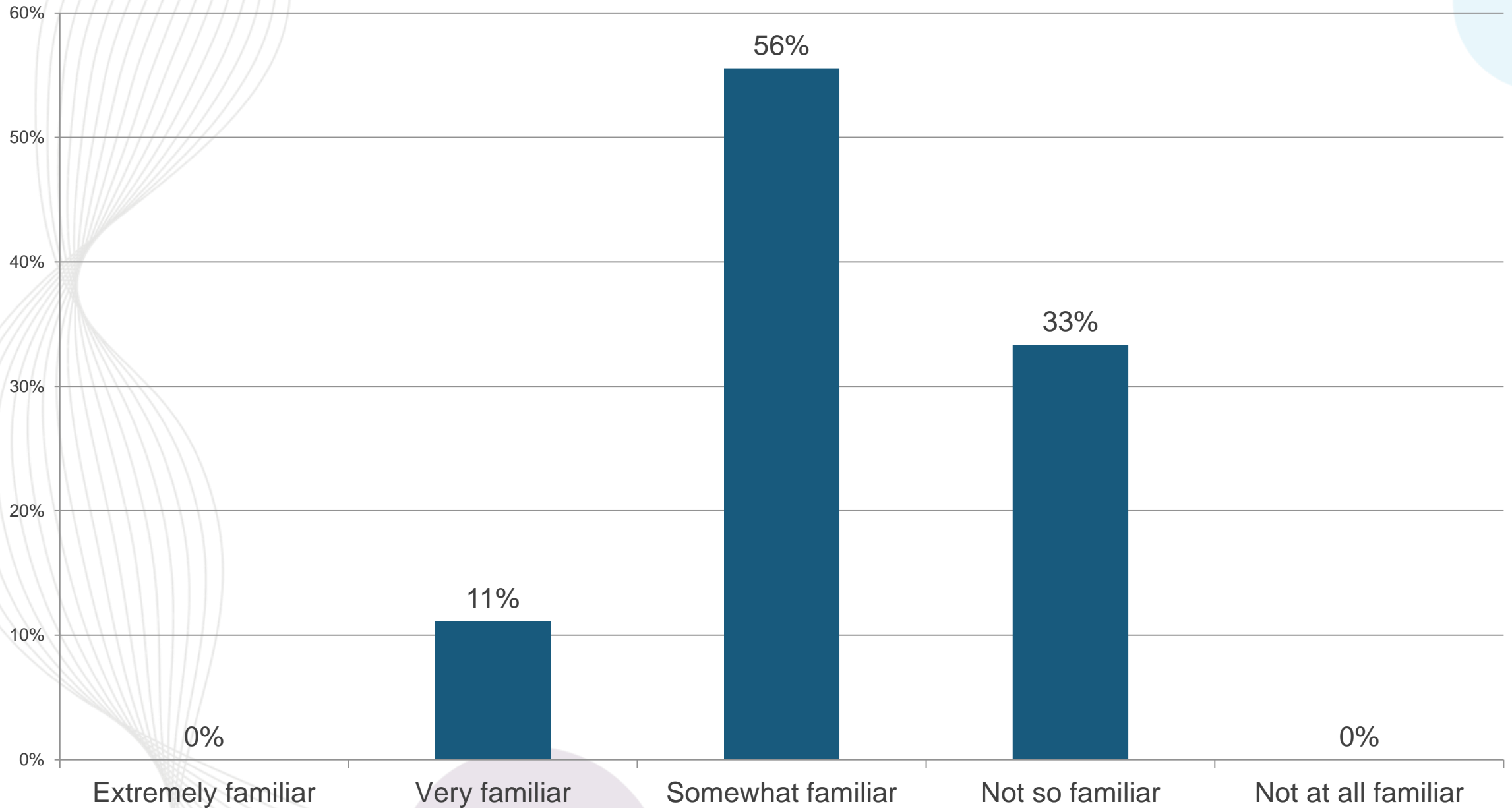


Weekday School – Staff

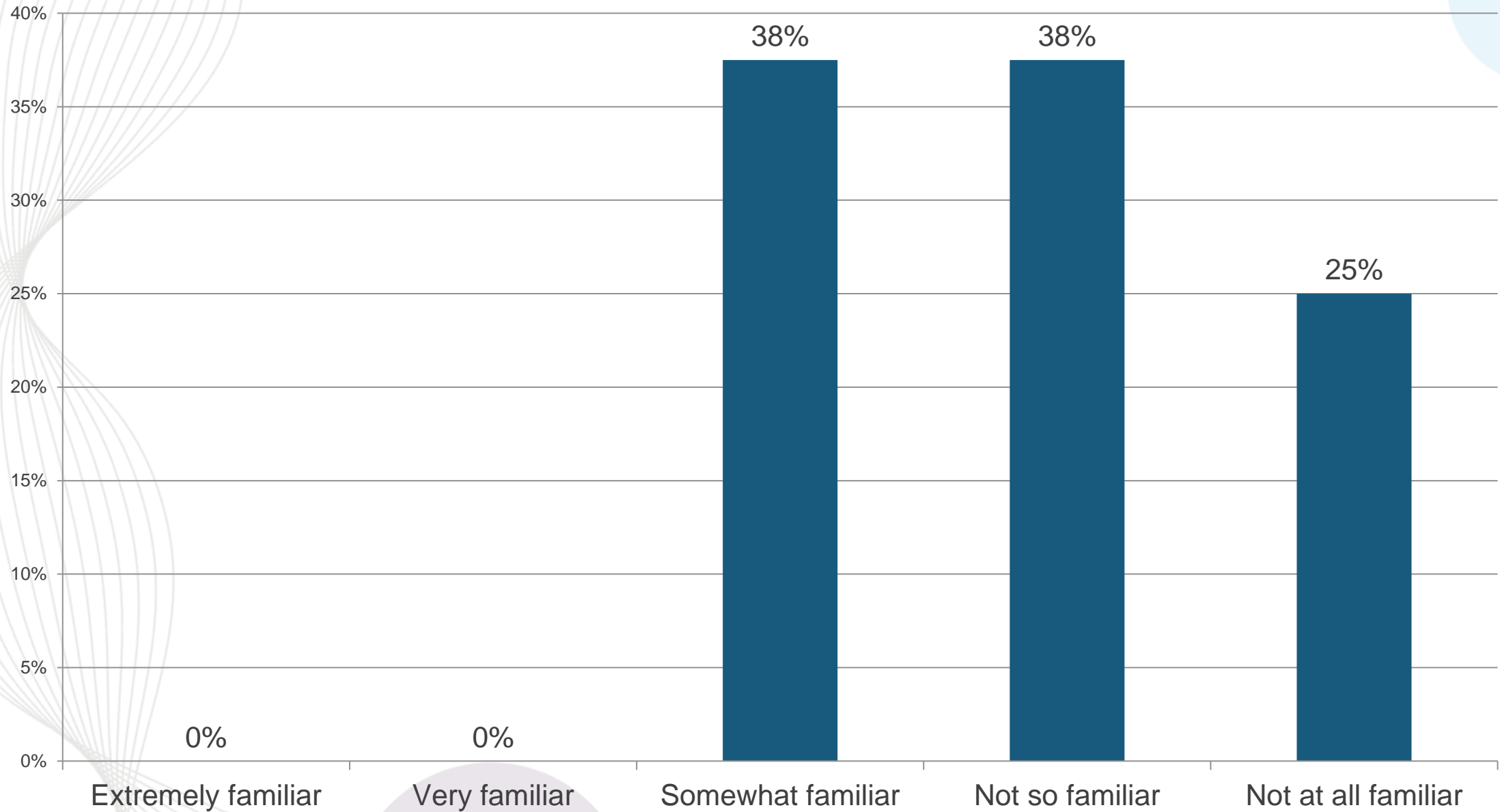
How long have you have worked at the Weekday School?



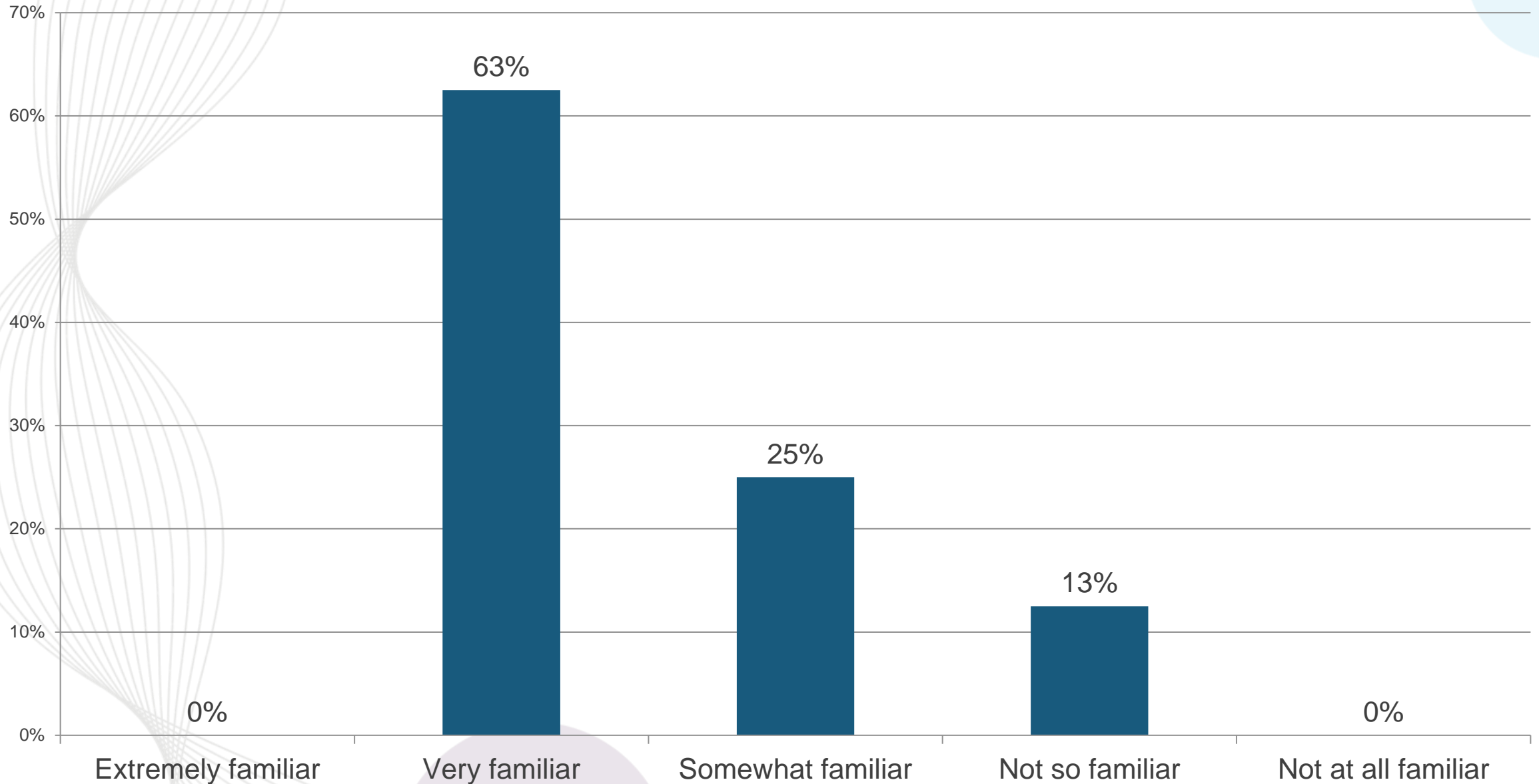
How knowledgeable are you about Belmont UMC and its congregation?



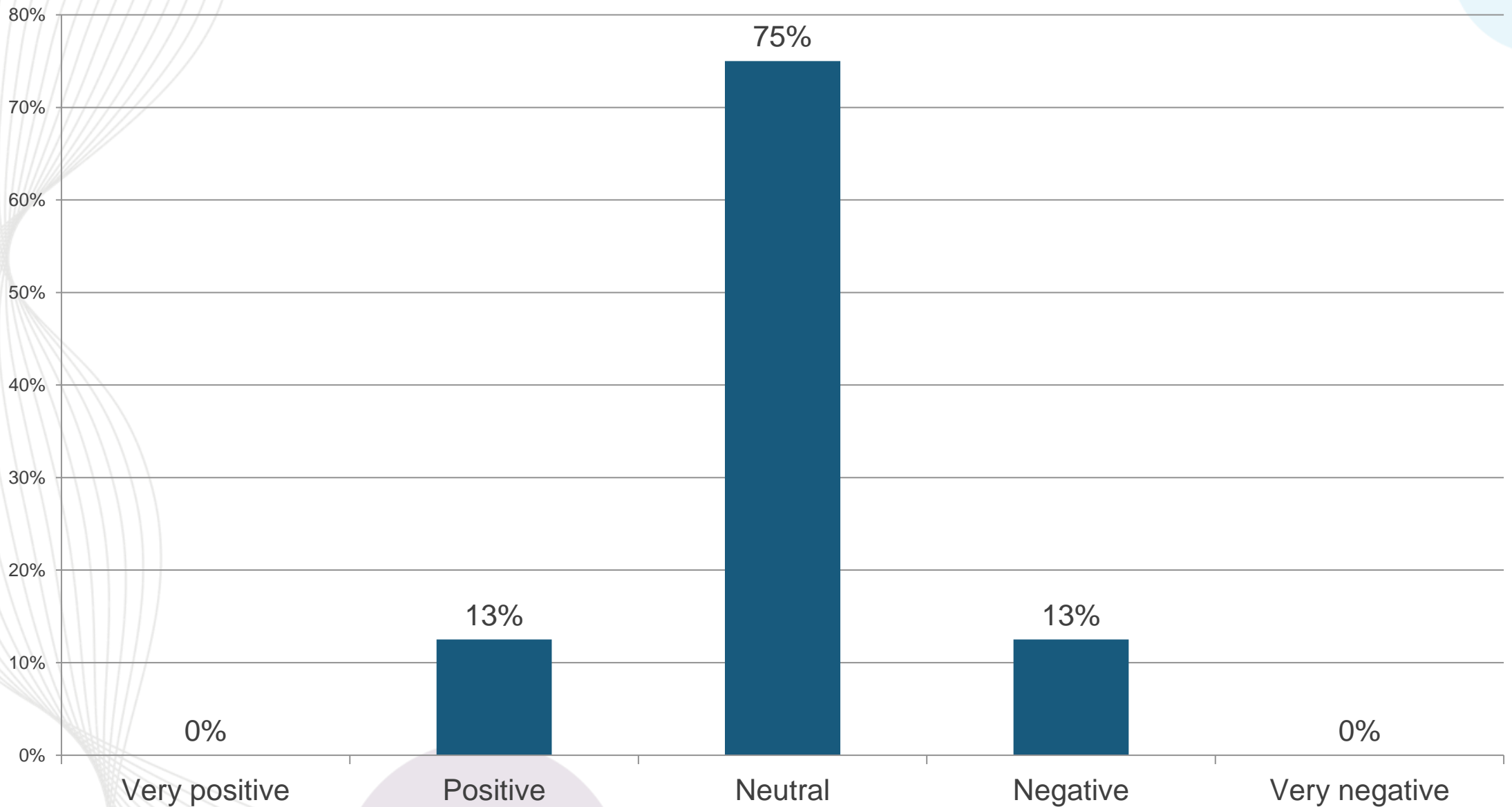
How aware are you of the outreach and community projects of Belmont UMC?



How familiar are you with Belmont UMC's welcoming statement and the emphasis our church places on inclusivity?



Do the outreach activities of the church make a difference to you as a weekday school employee, either positively or negatively?



Frameworks

- United Methodist Vows - Prayers, Presence, Gifts, Service, Witness
- Discipleship Cycle – Engaging, Connecting, Growing, Partnering
- Keys to Congregational Vitality – Radical Hospitality, Transforming Worship, Faith Development, Risking Mission, Extravagant Generosity

THE COMPLEXITY OF OUR ORGANIZATION

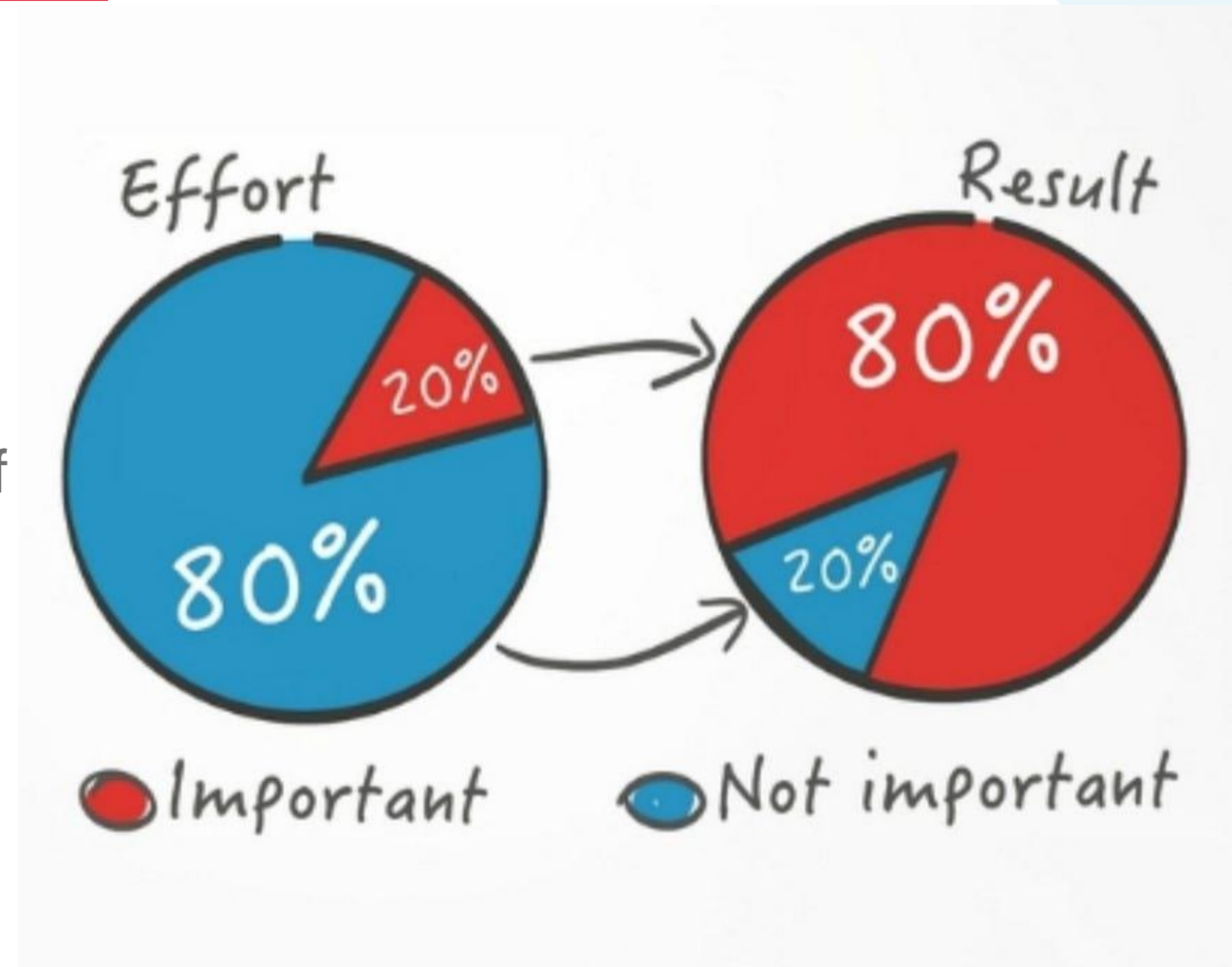
	CHILDREN	YOUTH	YOUNG ADULT	ADULTS	ENCORE	INTERGENERATIONAL
WITNESS, ENGAGING, RADICAL HOSPITALITY	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers
PRESENCE, CONNECTING, TRANSFORMING WORSHIP	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers
SERVICE, PARTNERING, RISKING MISSION	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers
GIFTS, EXTRAVAGANT ACCOUNTABILITY	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers
PRAYERS, GROWING, FAITH DEVELOPMENT	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers	Staff, lay leaders & volunteers

Pareto Principle

- The 80/20 rule
- Law of the vital few, it's math
- 20% of the people do 80% of the work

20% of our tasks, account for 80% of our work

If we have 100 things that can be done, how do we find and focus on the 20 that will accomplish 80% of our results?



Mission



A community of Christ-followers growing in love of God and neighbor.

We believe every person is of sacred worth and created in God's image. We commit to Jesus's 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

1. Service and Hospitality
2. Social Justice and Equity
3. Inclusion and Diversity
4. Community Engagement
5. Spiritual Growth and Discipleship
6. Outreach and Mission
7. Volunteerism and Involvement
8. Communication and Transparency
9. Conflict Resolution and Reconciliation



Our Challenges are to . . .

1. Continue, clarify, and hold accountable important work that has already begun or that is the work of a committee/task force.
 1. Be responsible and sustainable stewards of the property resources with which we have been entrusted.
 2. Determine the missional alignment and continued support of the Golden Triangle Fellowship
 3. Determine if the Belmont Weekday School aligns with our mission, either in its delivery model or how it contributes financially to our ability to fulfill our mission. If not, then what? If so, what needs to change to reduce burden on church staff?
 4. Define and narrow our scope in outreach and advocacy to make a greater impact in the community.
2. Engage in Strategic Financial Planning to grow giving, support mission, and increase engagement.
3. Create clear pathways for communication and accountability among staff, and with laity and the congregation.
4. Develop a process for engaging the community.
5. Articulate a path for faith development.
6. Develop and communicate a process for continuing to evolve the congregation's experience of worship into a transformative one.

Work Groups

1. Continue, clarify, and hold accountable important work that has already begun or is the work of a committee/task force. (Paul, Pam, Gretchen)
 1. Be responsible and sustainable stewards of the property resources with which we have been entrusted.
 1. Strategic Stewardship committee/task force
 2. Determine the missional alignment and continued support of the Golden Triangle Fellowship
 1. Need to establish the focus and give them a charge
 2. Should they be on Ministry Council?
 3. Determine if the Belmont Weekday School aligns with our mission, either in its delivery model or how it contributes financially to our ability to fulfill our mission.
 1. Create a task force to evaluate – Name a Chair
 2. Establish focus and give them a charge
 4. Define and narrow our scope in outreach and advocacy to make a greater impact in the community.
 1. Give them a charge
2. Engage in Strategic Financial Planning to grow giving, support mission, and increase engagement. (John, Jennifer, Laura)
3. Create clear pathways for communication and accountability among staff, and with laity and the congregation. (Carrie, Emma, Kim)
4. Develop a process for engaging the community and congregation (Amy, Jeff, Mike)
5. Articulate a path for faith development. (Heather, Kara, Lucian)
6. Develop and communicate a process for continuing to evolve the congregation's experience of worship into a transformative one. (Matt, James, Erin)

Work Group Objectives

1. Name staff person and lay person responsible for this objective
2. Name committees and staff people involved
3. Set at least three smart goals for your assigned objective

Specific, Measurable, Attainable, Relevant, Time-bound

EXAMPLE: Goal #1 is to [quantifiable objective] by [timeframe or deadline].

[Key players or teams] will accomplish this goal by [what steps you'll take to achieve the goal].

Accomplishing this goal will [result or benefit].

Ministry Council Committees

Continue, clarify, and hold accountable important work that has already begun or that is the work of a committee/task force

Smart Goal	Goal Leads (Staff & Lay)	Committee(s)	Measure	Estimated Completion Date

Engage in Strategic Financial Planning to grow giving, support mission, and increase engagement.

Smart Goal	Goal Leads (Staff & Lay)	Committee(s)	Measure	Estimated Completion Date

Create clear pathways for communication and accountability among staff, and with laity and the congregation

Smart Goal	Goal Leads (Staff & Lay)	Committee(s)	Measure	Estimated Completion Date

Develop a process for engaging the community

Smart Goal	Goal Leads (Staff & Lay)	Committee(s)	Measure	Estimated Completion Date

Articulate a path for faith development

Smart Goal	Goal Leads (Staff & Lay)	Committee(s)	Measure	Estimated Completion Date

Develop and communicate a process for continuing to evolve the congregation’s experience of worship into a transformative one.

Smart Goal	Goal Leads (Staff & Lay)	Committee(s)	Measure	Estimated Completion Date

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