

BELMONT 2024 STRATEGIC PLANNING SURVEY

FULL & SHORT VERSIONS

ANSWERS TO OPEN-ENDED QUESTIONS

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General

Why are you a part of the Belmont UMC Community?

- I love the people here and get the chance to worship.
- shared values
- Reconciling
- I've begun to join recently and hoping to find a welcoming church community with inclusive theology.
- Had tried to find church community in Wilson County. One was good for a bit, especially when children were younger, but grew increasing "conservative" theologically with changing pastoral leadership. Visited Belmont, joined choir.....rest is history
- Open community and we got married here 43 years ago. After that I joined the Navy and was gone for 25 years.
- the theology, the Friendship SS class, the youth program
- For the music mainly, but also for the embodiment of God's calling to love all people regardless of societal norms.
- A welcoming community
- Theology aligns with personal beliefs and fellowship
- I attended Belmont off and on over 30 years. I decided to return. I have good memories of the church. I know and respect members in other contexts, and wanted to re-engage with the church
- First I was attracted by Pastor Paul's sermons during the pandemic. I was looking for a place more warm and welcoming than my previous church, and I enjoyed visiting SS classes online. I do love the class I ultimately picked. There are more opportunities and resources at Belmont than my previous church, and being a Reconciling church with a variety of justice ministries was important to me.

- 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. Belmont helped us raise our children. We continue to be enriched by meaningful worship.
- I originally came to Belmont UMC for the music, but were soon involved in most everything Belmont offered; and my spiritual journey towards the acceptance of all as beloved children of God has mirrored that of the congregation
- I love the inclusiveness of the community. I like that it challenges me to be more open.
- friendship, support and spiritual guidance
- Its witness and its people
- Belmont seeks to be in the world in the pattern of Christ.
- I came for the music and found a welcoming group of friends
- location, community, social positions, worship style, Sunday school class
- Music
- Community, spiritual growth, friends, music, aesthetics
- Had friends and a relative here 58 years ago and had visited. Liked it. Inclusiveness, social outreach, missions, Golden Triangle, the pastoral messages seem like true Christianity to me, music ministry, children and youth ministries, location
- Wanted to find a church that was welcoming, progressive, with a good youth program
- Music program and people
- We enjoyed initially, because we left the Covenant class. We stayed because of the stand that Belmont took on social issues.
- Spiritual growth, community service, fellowship
- I find it welcoming and inclusive and Christ-like
- Currently, our Sunday School Class. That has changed over the years.
- Belmont is like a family. I share the values of Belmont (growing in love of God and neighbor, being a welcoming congregation)
- I felt the love and acceptance
- 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.
- I grew up with no connection to formalized religion and a strong belief that anyone who believed in God simply wasn't as smart as me. Then, during my darkest season of life, God picked me up off the floor in a way that was unmistakable and unquestionable. I wanted to find a faith community that allowed me spiritual exploration without requiring my adherence to dogma. I think I told Pastor Paul in one of our first meetings that I was rock solid with God, but the jury was still out for Jesus for me. That's kind of a vulnerable thing to say in a Christian church, and it was received with love. I feel like Belmont lets me be who I am, where I am and leaves space for me to grow exactly as much as I'm meant to in any given day. I am also a part of the community because I want community for my child as she grows up and I see lots of opportunity for that at BUMC.

- Handbells
- I'm a UMC
- I found Belmont when I moved back home to Nashville and it just felt right.
- 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 !
- 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 tenants of Christianity.
- Progressive theology, wide range of ages of members, choir
- Grow a sense of community and set aside quiet time for myself
- Belmont offers a relevant and meaningful worship experience and a community of persons trying intentionally to live out the teachings of Jesus.
- I enjoy the family like feel and it is a good place to use my gifts and talents.
- I believe Belmont is a true ChristianSeeking to be God's image in this world. As I have grown here the people of Belmont have become my family.
- Their inclusiveness to all, out reach
- Mission, Paul, Community, Openness
- To be a part of a loving community
- Family history of attending BUMC
- My Mom attends
- The inclusion and love for all Teaching about God's love and learning about the Bible
- Inclusiveness global mission music
- I joined Belmont UMC when I lived 5 minutes from the church, and after visiting a number of churches. Belmont was the friendliest church, it has continued to have meaningful worship services, opportunities for spiritual growth, and a wonderful music ministry, a place that includes and supports persons of all ages, and very fine Sunday School classes.
- I feel this community loves me and challenges me to be a better person. There is also a desire amongst the staff and congregation to practice what we preach so we are active in the community. There is a sense of community and positive outreach.
- I share many of its core values and I find community there, most especially in Sunday School
- I love the congregation, its ministries and the space.
- This is our community church, that we can walk to, the youth program, for our children has been nothing. Short of outstanding, the choir is phenomenal, the pastoral care is amazing, we have a community here.
- To better reach out and support the underserved in our community. For the fellowship of others striving to achieve Justice and equality for all. M
- Open and welcoming mission statement. Proximity.
- I've found lasting friendships among the members. I have been able to grow in my faith through attending Sunday school and worship. I have been able to participate in meaningful outreach experiences.

- My husband and I like the present emphasis on diversity and community issues such as housing and education and race. We also appreciate the strong youth programs and music programs.
- It is the community that sustains me, reminds me of my obligation to serve others, and inspires me by reconnecting me with God.
- To continue to grow in my faith journey with Belmonsters and my friends and family.
- The people, the community, and the children's/youth program.
- I need a community to be a part of and to grow as a disciple of Jesus.
- I enjoy the diversity in the Belmont UMC Community. I also enjoy the engaging activities the church has to offer. I've felt welcome at Belmont UMC every since my first Sunday worshiping with the congregation.
- A The sense of warmth and caring that the congregation shows. B The missions outside the walls of the church. C The music.
- It is a community that holds out the possibility of an inclusive world, especially for the future.
- Choir, Methodist theology and social concerns
- I was born into Belmont and while I've attended other churches when I have lived briefly out of town, Belmont is my church home and always will be...
- I love all aspects of BUMC - the music, SS, sermons, the congregation, the youth and children, mission trips, outreach, etc.
- Best place to practice my faith
- Because Christian community means so much to me and my family.
- Because of the fellowship, the dedication to inclusivity, community compassion, I love teaching the youth, longtime friendships, beautiful music and worship services, and our church continues to represent the soul of Jesus teachings.
- Sunday school that has become like family, youth programs, music, witness to the community, Methodist connection.
- Great people and great attitude
- It's home for me.
- Progressive values
- 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.
- The community is special and feels like home.
- It is home
- My Dad, Bob Kolarich, is why I first started coming. What has kept me coming back is the unity, fellowship, and plethora of service opportunities.
- I am a life long Methodist, appreciate Belmont's progressive theology and outreach, as well excellent music programs, and ministries for all ages.
- I like their practice what they preach way of doing things. I also like that we share the same beliefs.

- Because it's a warm welcoming and inclusive COMMUNITY that advocates for the marginalized and makes God's love real.
- I like the church community and the good works the church supports. I also like my Sunday School class
- It's important to belong to a volunteer community that is about others. It was very important to me to raise my children in the church and give them its grounding. I currently enjoy being a member of the choir and serving the congregation through music.
- Love Pastor Paul and the people have been so friendly and welcoming
- Nice church to be part of
- Because that is where my community (friends) are, after all these years.
- Inclusive, welcoming, centering, challenging
- It jibes with our understanding of what it means to be a child of God.
- Because it is a wonderful community that I want to be a part of.... and, also, because my wife is a "hard-core" Methodist woman.
- came with family, moved away and then returned for worship and spiritual growth
- We are life long Methodists who were looking for a welcoming congregation. We started attending Belmont for the wonderful children's choirs, stayed for the youth ministries and families we have grown to love.
- It meets my needs, spiritual and otherwise.
- Have found community there. Like the various outreach and social justice programs that BUMC is doing.
- We chose Belmont wanting to be part of a large church with emphasis on welcoming messages, good worship services, a good choice of Sunday School classes and active social justice awareness
- I joined Belmont because it was balanced, emphasizing social justice AND spiritual formation. I was attracted by the music and small groups (Covenant Discipleship Groups) and intelligent preaching. The church has had its ups and downs, but I am encouraged by recent new membership gains. I have stayed with the church because of the truly good and selfless people at its core. I continue to seek ways to serve.
- To be in community with other Christ followers and to learn from other Belmonsters the way of Christ
- I love being part of a community that allows and encourages me to grow in faith.
- My husband is pastor so that is how I found this community, but I am a part of this community because of the warm welcome from the entire church as I visited all SS classes my first year. I am also a part of this community because it is not just a Sunday morning just but a church working throughout the week in Nashville and around the world to show God's love to all people, especially those on the margins.
- After attending and getting to know people, I felt a true sense of community

- Belmont is a dynamic congregation, focusing on both care for each member and care for the world.
- Welcoming and inclusive
- It was my parent's church, but more than that, it was a place where a young adult (just out of college) could find friendship and a supportive faith community. I have continued to be part of this faith community, raised my children here, and have been inspired/encouraged by our growth.
- Because Belmont UMC is a positive, progressive community that encourages spiritual growth and supportive relationships with God, Jesus and all God's children.
- Music, excellent worship services, quality of preaching.
- Fellowship in Christ
- Belongingness, amazing music program, community, shared commitment to inclusion and justice
- I like the people, programs, politics
- Belmont UMC is a warm, welcoming and accepting congregation. We are there for each other and our Nashville community--wherever we need to be and whenever we need to be. We are encouraged and challenged in our faith journeys led by Pastor Paul, Heather, Kate, Emma and others. Music at Belmont fills my soul. Our programs have breadth and depth and our administrative staff provide essential expertise and knowledge.
- Fellowship of followers of Christ
- I share BUMC's beliefs regarding inclusion, the style of worship and music, outreach and service in community, SS class teaching and fellowship.
- It's my church and has been for years. I might have left if we had not become a reconciling community, but thankfully we did.
- Fulfills personal spiritual needs, outreach, inclusive hospitality, children & youth ministry, music ministry, Christ centered mission & ministry.
- It is a welcoming, unassuming, and accessible community
- Life member - 3rd generation
- I am a proud United Methodist! I support Belmont United Methodist Church because of the "stands" our church has taken for LGBTQIA persons, and ALL OF GOD'S CREATION! I enjoy my Sunday school class and the 10:30am worship each Sunday.
- Hospitable community, Christ as model and companion, commitment to living witness in church and global world. Superb music, preaching and worship; solid ways for learning and spiritual growth.
- It feels like home.
- I searched for many years to find a church like Belmont. I am blessed to find the love, the progressive message, the prioritizing of Jesus' message on the Mount and the outreach into the world as what I was searching for.
- Choir and Sunday school and everyone is welcome
- BUMC's tradition as a thinking church of people generally committed to take the faith seriously as a way of life, to grow in head (understanding) and heart (relationships) and soul (spiritual life) and

strength (engagement in working for good in the world). AND Belmont's tradition for most of our years here of well planned high quality liturgical worship and music and preaching.

- Because of the ministry of the Couples Class to me during the 1980s-1990s and the lifelong friendships formed during those years, and how the Companions in Christ groups held me understand my role in the world.
- It's broad-based ministry of community service, educational programs for all ages, music and meaningful worship.
- The Music Ministry and traditional worship
- Deep friendships keep me there; I agree with what Belmont stands for; convenience to my home; good sermons, music, and outreach opportunities.
- Family
- I feel much more welcomed at Belmont than at other churches. I also like that it is progressive but not in a way that feels exclusionary (seems counterintuitive but that's what we've run into in other places).
- The people who are here, the role the church has in the community, being connected to other UMCs worldwide.
- BUMC is like a family to me now. I consider myself having perhaps 75-80 persons who are on a first name basis with me.
- Love the people. Love my SS class - Friendship. Close to our house.
- 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.
- When relocating here in 1986 my wife and I somehow quickly felt that Belmont was very much like the UMC churches of our childhoods and youths. Warmth, size, character of the community...
- I'm part of this community because it is my home church.
- I love the people, the commitment to justice, the opportunity for study. It's a place where Jesus' message is at the forefront.
- Openness and welcoming all, mission statement
- Support for discipleship, Availability of youth program,
- worship, friends, convenience
- I am a lifelong Methodist but moved to Belmont initially after 35 years at McKendree UMC because I could no longer manage the metro bus schedules.
- I am part of Belmont because I am given opportunities to be of service in the community and explore my faith.
- Staff
- Fellowship, rooted in Christ, affirming
- It is such a welcoming community.
- The Belmont community embodies Jesus's teachings as I understand them and provides opportunities for me to live them out.

- The music program - the quality of the music and the opportunity to sing - is the key to worship for me! The inclusive stance of the church and the importance of social action is another important factor.
- My heart sings with Joy that All are loved here! Pastor Paul and all the staff sermons resonate with my beliefs, and make me think.
- I love the church, the people, and the philosophy.
- I resonate with the theology and liturgical practice of the UMC and the inclusive and missional outreach at Belmont
- It used to have a top notch discipleship program, though that began fading before the pandemic due to single issue focus on the conflict that split the UMC.
- The mission of the church and its emphasis on social justice
- Inclusive atmosphere where all are welcome. Also, I am part of a very active Sunday School class.
- The church is active in the community and is inclusive
- Belmont fits our ecumenical and religious beliefs. Fantastic music program . Spent 20 years with Nash Opera Company . 70 years in church choirs , 30 years as paid soloist in big steeple churches
- I appreciate the openness of Belmont to support many mission projects local and global.
- The church appearance reminded me of my childhood church. When new to Nashville, I lived 1 mile away from Belmont UMC. I grew up UMC in Iowa. My husband and I stayed because we got into a Sunday School class of peers and into the choir. Over the years, my involvement has adjusted with my interests, my energies, and whether someone invites me to give my experienced perspective in a team or committee. I have developed a beautiful intergenerational relationship of family at this church, and I meet new people (or new to me) monthly. The people of this church family supports me, challenges me in positive ways, and welcomes me back. And my daughter has been welcomed and fostered so beautifully.
- The mission and outreach
- fellowship, Christian community that adds meaning and purpose to my life. Worship, growing as a disciple
- love it and sent by bishop
- Belmont has been our home from the day Bill and I met in the choir, to our wedding, baptism of our children, our children being a part of children and youth community, and being a part of leadership (Lay and vocation)
- whut not so much as to make me uncomfortable, sufficiently bland. Guilt about not attending every Sunday.
- It's my community and because (previously) the music.
- The other members of my family are fans of BUMC, so I end up having to attend to maintain family unity
- BUMC is a welcoming, loving place with wonderful ministries, youth programs and Sunday school classes. There is a real sense of community at Belmont and knowing that I (and my family) can always count on our Belmont family for support is truly a gift.

- Kind, supportive and welcoming. Genuine care and concern for others and disenfranchised.
- We started as WDS parents and fell in love with the Belmont community by joining SS class, Wednesday nights and All Church Retreat. Belmont lives into its mission by loving and welcoming everyone. Plus the singing is incredible and our children love the Youth program.
- Because it's a collection of the most good people we know and we always feel better for being here.
- I love the support i get from the folks i have met through the years and especially my sunday school class. And my children's choir and youth teachers
- fellowship with other parents, healing and service to others
- It's my church family
- The Children's Ministry was what initially drew me to Belmont as well as the inclusive theology. Now the youth ministry and music ministry are strong draws.
- I'm not really anymore
- I am honored to be able to be a loving community I love the fellowship I have been a member of the Covenant Sunday school class for 45 years. Love the fellowship as a class. Here I have learned what is Todd and the old Song bless the tie Vines, our hearts in Christian love . I have experienced this love and the darkest times of my life and in the happiest times
- I chose Belmont as a United Methodist congregation where there was a welcoming community, a traditional worship format, practices/messages that resonated, and excellent music. Though my life has changed since I first joined, these aspects of the church still feel important and relevant to me.
- cradle Methodist and choir
- I believe that Belmont is doing a lot of good for our community, outreach programs, worship, spiritual development, and so many life long friends.
- Social Justice
- Wife.
- It is a welcoming community wear our family feels it "fits in"
- Many log term friends. Incredible music ministry. Beautiful Sanctuary.
- I have been related to the church all my life and is a meaningful part of me.
- It is where I find inspiration and a loving community.¹¹
- My Sunday school class & worship
- I have made friends there.
- Fellowship with members
- It is my family church and I support the good work Belmont is doing in the community and the world.
- Life long member
- Belmont is my church family. It started with my husband's family joining in 1936. My grandchildren are now 5th generation Belmonsters. My work teaching SS and ESL gives me purpose and the best opportunities to see how God works in our world.

- We were drawn in many years ago by how wonderful the choir was. We now stay largely in part to how connected our children are to youth and children's ministries.
- Because of worship experiences, Sunday School educational and social opportunities, and small group relationships and outreach.
- God led us here.

As you look toward the next 1-3 years, what should be Belmont UMC's most important priorities? Or asked another way, how should Belmont UMC invest its resources?

- I don't know.
- ministries for young families activism for our communities including the poor, homeless, etc. spiritual growth
- Social justice, advocacy, direct service
- Possibly outreaching to the underserved communities of Nashville
- growing members in Christian faith through small groups, intentional opportunities to develop relationships across age levels
- Prepare us spiritually for the end time. We are now at 5,784 years of human history on this earth. We're approaching the 6,000 yr mark when Jesus would come in His 2nd coming. Read Genesis 1:31.
- Music programs and music groups outreach.
- Making it easier to access church so that people can grow in faith in a loving community
- Investing in building relationships with our Weekday school is beneficial to the growth of our church. Continuing music for all age groups is also something that I feel strongly enhances our community and bonds within the congregation.
- encouraging spiritual growth, mission
- In the children!
- I am unsure that any suggestions I might make are backed by sufficient knowledge. In my two years I have frequently discovered that the church is engaged in work that I did not know about. I yield to others to make the call here.
- Belmont addresses a wonderful array of important issues. The additional priorities I would like to see addressed in a congregational way are 1) The GYTTE mission in Mexico, which not only blesses the lives of the people who work with GYTTE and the people to whom they minister, but does so in fully sustainable, earth-friendly ways. Others have commented on how they are now not so proud of the concrete block houses they built on other mission trips, but are wholly satisfied with the work of GYTTE. It may be a singularly effective mission. 2) Since systemic racism seems to be driving much of the polarization in our state and our country, I would like for us at Belmont to find an organized and informative way to illuminate the ways race continues to influence neighborhoods, schools, economic status, health, and opportunity right here in Nashville. When we see those influences more clearly, we may be able to find effective ways to begin addressing racial disparities right here in our own home town.
- I believe we should continue to try to be the church in the village by welcoming our neighbors in and be prepared to keep them involved.

- 1-3 years is a short time frame, so through that lens, I would advocate for performing long deferred maintenance on our buildings and strengthening the ministries that draw new attendees such as Children and advocacy for the 'least of these'
- I think we need to update our facilities - there are areas that need a lot of attention. I know we always look outward, but there is a lot of things that need doing inside our walls
- Parking and discipling ministries (following up with newcomers and nurturing those already within the fold)
- There is always a tension between caring for those within and reaching out to the broader community and world. One should never be neglected for the other.
- Ministering to those left behind by society.
- increasing diversity, outreach and service in the community
- Activism in voting, gun control, women's rights, racial justice.
- Community outreach/ministry to those around us who suffer. Members and non-members. Engagement in social issues consistent with Christianity. Financial support of missions. Promotion of small groups of members for prayer, spiritual engagement, and social assistance opportunities.
- Membership
- Involving more/different people in leadership positions; making the facility friendlier to the disabled
- Community service
- Local outreach first and then global
- Helping our youth and our young adults. Our older adults still need help but will pass before long.
- Grow the congregation with a culture of discipleship. 2. Find a way to be less at the mercy of the physical property which constantly needs upkeep. 3. A better focus on missions and advocacy: What are our causes? 4. Becoming a leader in the UMC after this last General Conference.
- I love the way it is
- Building community with opportunities to serve others and get to know our neighbors better. Possibly in small groups.
- Bible Study and Nursing home outreach
- Growing new families! Our congregation (including me) is older and we need to focus on bringing in the next generation.
- I would say personally, it's so critical for BUMC to continue to be vocal about their support of the LGBTQ+ community. Also, from what I see in the community, it is so important that BUMC continues to be active in supporting (financially, physically, emotionally, and spiritually) the unhoused community in Nashville.
- I would like to see more small groups available, being relatively new to Nashville my partner and I would love to get to know Belmonters better.
- Community service

- Technology. There have been many wonderful improvements to the audio and broadcast department here at Belmont. The two gentlemen who run the sound and zoom are delightful. They do great work despite not having much of a sound system in The Sanctuary. I'd love to see a venue appropriate sound system. It was almost impossible to hear the speakers at Bill Gray's memorial.
- Focus energy and resources on a limited number of ministries, local and global. Demonstrate a commitment to issues relevant to younger generations.
- We need to be welcoming and help those in need.
- nurture so that we can all grow in our Christian faith and witness
- children and young families
- Attract and retain young families; strengthen youth ministry, help working parents w/ daycare
- Youth
- Continue to go forward and grow with the present
- Music Inclusivness Day school Encouraging various missions local and global. Long term identifying those missions we are committed to for 5 years in tandem with our mission statement
- The technology and communication is very important, especially for those who are unable to attend in-person church. Belmont needs to take care of it's building beyond security and maintenance issues that cannot be observed, but some exterior doors need cleaning and re-painting, carpets in elevators replaced, chipping paint removed and re-painted. In the 45 years that I've been at Belmont, the bathrooms have never been upgraded, some of the sunday school rooms have the same old faded tile. Cleanliness is important inside and outside of the church. The women's bathroom on second floor had dirt in the end stall by the window that has been there for many months. If funds are insufficient for this maintenance, perhaps a giant garage sale, silent auction, pancake breakfast, or spaghetti supper to raise funds. Smaller churches with limited budgets do this when they need to raise funds for needed repairs and upgrades.
- Finding concrete ways to invite people to join our community in order to know the love of God, especially through learning how to follow Jesus.
- Outreach and worship
- Care for our building and exploration of how to best utilize our accompanying / adjacent property. Grown diversity and scale of membership.
- Support for immigrants, the homeless and development of family and youth programming
- Community engagement and one focused mission project that the congregation unites together over - we aren't big enough or active enough to support dozens of active ministries.
- First and foremost, it should care for its physical building that is in need of some repair and "refreshment." If we're going to care for/about ALL people, we need to be able to provide physical access to all people. Providing spiritual care, learning, and outreach opportunities for ALL the members (and also those who attend but are not members ---- the children, youth, families, and single adults, and the older adults, enabling everyone to feel a part of the ministry of Belmont UMC. We need to live up to the motto "Y'all means ALL." Also, while the sound system seems to

be getting better, there is a great need for improvement in terms of being able to understand what readers, speakers, and preachers are saying!

- Promoting diversity. Acceptance of all. Strong youth program. Continue good music.
- We need to focus on sustainability for the long term future. Although we are attracting many young people and families, they lack the numbers and financial resources to support our current level of mission and ministry in the long term. It's essential that we tap the generational wealth of older members to equip us for the future. Whatever our ministry priorities are, we should focus on doing a few things well and choose priorities that members feel connected to.
- I recommended we continue on our path of finding groups and organizations that can use our help effectively for the mid and long term. Ebenezer Methodist is a good example. Would like to see a thorough evaluation on our building usage, and see plans for how best to use it.
- I was deeply and heavily involved in the 2013 strategic planning process. That suggested we were a big tent church, notwithstanding some specific charges that came out of that process. In terms of looking ahead, I would encourage the Church to invest in the next generation of congregants and leaders so that they may carry on the legacy paved by those who have come before them but who we have unfortunately lost.
- Focusing on children and young families is very important. Our older adults are a great asset we should support and use. Outreach beyond ourselves is important.
- The church should continue to invest in the youth and young adults. Let's not forget the members 60-100, but work to recruit younger and more diverse members. We should also work on multicultural events in the future and invite persons from different ethnic backgrounds to speak to different groups and the church.
- Sustain and expand mission activities. Nurture through small groups. Support the music ministry. Keep the building from falling down.
- The most difficult task of any predominantly White organization is to join ranks at all levels with a predominantly or all Black church. Bekennt UMC needs to lay the foundation for doing this. Any other priority is spinning wheels! Belmont UMC needs to establish a priority that actualizes a quest for inclusivity.
- Continue many of the current programs to address the needs of our modern equivalent of the "widows and orphans" as mentioned in James 1:27 as genuine and true religion.
- Well, I think it is doing a great job. I am so proud that the church is so all-inclusive and welcomes everyone and has reached to the younger people in the surrounding community to bring in younger people and families. I know that a number of years ago, Belmont seemed to be on the decline because all of the members were older adults but that trend has definitely changed and I am happy to see all the young couple, families and children that now enjoy and participate in the Belmont ministry.
- Outreach, SS classes, youth
- Finding a mix of service to young families and programming for adults. That shouldn't be the same pastor doing both.

- In making a difference in the wider community. Reaching out to young adults. Active programs for all ages.
- Our physical building needs attention!!!! Especially the education wing. It looks shabby on the third floor and unwelcoming.
- Ministry with children and with the elderly. Support of youth and music programs. Support of Sunday school classes.
- In families with young children and in young adults
- If we want young families, we need to update the restroom across from the Iris Room. It looks 50 plus years old, no where to change a diaper or accommodate small children to wash their hands. Better parking options.
- Children's ministry Community outreach
- Helping immigrant and refugee communities, providing a welcoming environment for people of varying racial and socioeconomic backgrounds and political ideologies, supporting programs that enrich the lives of church members, youth, and the local community
- Reaching out to embrace younger members by offering another worship service geared to young adults. Decentering whiteness.
- We need to look at growth with young folks and young families. One of our biggest hurdles is to have a facility that matches our passion. Growing churches have inspiring and intentional spaces. Planning for our facility should be a priority of our strategic plan.
- Community outreach - continuing to spread the Good News that God is Love
- I hate to say it, but our physical plant is aging (understatement) and I think we should seriously be looking at how to address this.
- In our children and families. When I sat in church on Sunday, I was struck by the average of attendees. We have a vibrant youth program but I'd like to see Belmont full of young families in addition to older members like me.
- I'd like to see us continue to invest in the missions that are active in participation / passion (with time & money) and look to deinvest in areas that are losing participation or not actively serving the missions of the church.
- Continue support of families and children and sultanas Challenged with homelessness; including the HERO program, Room at the Inn and Habitat. Diversity in the community is increasing and it will take time.
- Belmont should keep itself healthy for long term longevity. We should invest in opportunities that welcomes others, supports the poor and reaches out to the community.
- Youth and Children's Ministries
- Continuing to be itself
- 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.
- Fearless in supporting Jesus' message. Non-wavering in a culture that is constantly pulling us in different directions.

- Diversity, Outreach to various age groups both among church members and those outside.
- 1. Meaningful and inclusive worship. 2) Outreach into the community. 3) Building the next generation of Belmonsters.
- strong leadership necessary. technology and communications vital. continue to welcome all.
- Prioritize children and young families, they bring life to a congregation. Continue to provide awareness and opportunities for congregation members to be in service to those who are suffering in our community, not just through political rallies and fundraising, but active engagement in the daily needs (ex: Hero, Project Transformation, food distribution). New Small group spiritual growth opportunities, so people are continuously invited to join, sometimes groups say they are open, but feel very closed.
- Strengthen programs for/attraction for young families.
- Music, Outreach Ministries, Children and Youth, and should add focus on discipleship and broadening our relationships with other racial and ethnic minorities.
- Promoting spiritual direction for members of all ages. Prioritize outreach and mission focus. Decide how to manage the large aging building.
- Bringing people back into the church building who have drifted away since COVID and are either only watching on Zoom or have disconnected totally. It is hard to welcome visitors to church when the pews are so empty.
- The church needs to have a coherent program to nurture adults of all ages in spiritual maturity to develop church leadership. Sunday School, small groups, visitation and follow up, new forms of worship, all require attention.
- nurturing all of our members spiritually through ss, children and youth programs, and retreats; reaching out to our Nashville community helping as needed; and offering mission opportunities throughout the world
- We need to think beyond the next 1-3 years. Belmont has always been progressive. We should continue current programs. Also, we should continue reaching out to those of different religious practices, including right-wingers (I know 🙄). We've got to take the lead in creating community amongst all believers.
- Continuing to be a presence that reaches beyond our church family and out into the world to show the least and the lost the love of God: local and Global missions.
- As an unmarried 40-50-something in the church, I have hoped for a small group that met sometime other than 9:15a, that was more close in age to me
- opportunities and support for young people, young families, both for the parents and children and nontraditional families.
- In continuing to reach people outside our community, both to invite them in and to meet them where they are. I want us to shine God's light to everyone.
- Belmont UMC should invest its resources in maintaining its staffing, programs and facilities to meet the need of members and the community.

- Those listed below should continue to be our overarching priorities. We do need to be certain that we are focusing on all age groups.
- Helping others
- Ministries to children, youth, and young persons
- Get more young people of every age interested in BUMC. By "young people" I mean people under 35.
- Use expert advisors to chart a path forward for how we can best use and care for Belmont's buildings. Prioritize deeper, intentional and continuing active engagement with our Nashville neighbors.
- Making the world a better place
- Sharing the gospel with the community and inviting people to follow Jesus. Giving parishioners opportunities for Bible study and service.
- I firmly believe in the four key values in the 2013 strategic plan and think outreach is the Christian way to invest our resources, BUT I am VERY concerned about the condition of our physical plant. The sanctuary ceiling has water damage, the carpets are disgraceful in the sanctuary and down to Parker Hall, the women's restroom at 21st and Acklen is in terrible shape, etc., etc., etc. We have got to maintain the buildings.
- Better balance between social justice work and spiritual growth & inviting and assimilating new members
- Obvious inside & outside maintenance is critical Staff salaries & programming
- - Growing the congregation - Focusing children and youth ministries - Thinking outside of the box (not doing things the same way we have always done them)
- Expanding membership. Discuss why there has been a decline in overall attendance.
- Our members are our greatest resource; however, we need to be kept fully aware of our neighborhood (ie: needs, ways we can help, creativity for all ages in our neighborhood). Our outreach ministries beyond our four-walls, both locally and globally. Continue being welcoming and inviting to ALL!
- Our national use of the term "Christian" is widely diverse and inconsistent in meaning. We need to learn how to engage in conversation regarding faithful living with those with whom we disagree.
- Continue to support programs that feed the hungry, clothe the naked, and care for widows and children. Stand together for the equality of all people. Shelter the homeless, directly or indirectly. Support measures that promote gun control and women's health rights.
- continue the current programs. Support SS classes. Youth, children, adults; community and missions outreach
- We're fairly well equipped, engaged and targeted in engaging world and community to increase love and justice among people. I assume with Kate's departure we will again be well equipped for children and their parents, as we are with youth and their parents. But in two areas we're currently lacking and need to invest financial and/or human resources. First we're seriously ill equipped and lacking where Belmont has historically been strong: adult faith formation in terms of

various learning, deepening opportunities and small group life. Second, in the area of reaching out, receiving, and relating newer and un-involved people, we need a whole lot of work. After the great welcome at the door by a well-oiled welcoming team, the subsequent process of reaching out, receiving, and assimilating is mostly unknown, internal to staff, and appears haphazard. Follow up and follow through with friendship and connecting people to groups and paths of growth are absent in any intentional way.

- Withdraw support for any groups that divide people into groups of acceptable/unacceptable, oppressor/oppressed. Renew and reinvest in ministries that seek to grow interconnectedness, spiritual formation, and being formed in the image of Christ.
- Reaching out to young people, stressing development of in-person worship community and providing opportunities for short-term community ministries.
- Continue the appeal of Music Ministry and traditional worship
- Beyond staff growth and building upkeep, perhaps investments in at-risk children and youth; migrant justice; and helping to keep Nashville somewhat affordable for the next generation. I would also support investments in partner churches in targeted developing countries like Malawi.
- Whatever it takes for each individual to feel needed/wanted/valued/appreciated.
- 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. I would love to see it become easier to know what is happening in church. As a relative newcomer, it is tricky to figure out how to get involved.
- Nurturing each other across the life span, children's ministries all the way to activities and outreach to older people; being active for care in the community; outreach to the world, through both UMCOR and our friends in Mexico and Malawi.
- Getting persons into our adult classes and into pews on Sunday mornings, improving our pulpit preaching, more generally attractive programs on Wednesday evenings. more leadership positions and worship exposure (scripture reading, lectionary leadership, communion serving) from our oldest adult membership.
- More involvement in local mission work 2. Concrete plan for use of our buildings with an open mind for non-traditional uses, such as housing the unhoused, etc.
- In continuing to be an open-minded and liberal church that welcomes all who are seeking meaningful life and who are committed to love.
- Now that we are beyond the "disaffiliation" ordeal it seems we should focus energy on clearly defining or strengthening a process for everyone, starting wherever they may be, to find their path of spiritual growth within our community of faith.
- In children's ministries. It's how you grow!
- 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.
- More outreach, communication with the community at large, more internet and social media presence, spruce up facilities- upgrade toilets, paint peeling in sanctuary, carpet is terrible and not welcoming AT ALL. Continues opportunities for small groups for learning and growth.

- Creating space for people under 40 to grow, belong, serve
- Better attempts at deep connection with visitors of all ages and new members. Connection to the people in the neighborhood of the church, I doubt we could get a very good reference from our neighbors- are we getting to know them in any way besides signs? creative small group, Bible study and spiritual growth opportunities for every Belmont UMC demographic group.
- For me, of course, it would be nice to have transportation. For me and most of my friends my age, participation is more and more limited to events to which we have a ride. I would participate in more events if I had a ride or if more programs were on Zoom. We did not appreciate the church van enough back when we had it. For the long range future of the church, we need to invest in families with young children and youth.
- To be financially sustainable and find ways to monetize the church property to support outreach and mission efforts. The community center has the potential to be a location for community outreach.
- Community outreach and LGBTQ issues
- With Kate leaving, I believe the Children's ministry and Disciple ministries should be separate. Those ministries are each responsible for the care of the participants of the congregation. They should be concentrating as two ministries.
- The lack of parking is going to kill Belmont. Tear down the old gym and build a parking garage.
- Leveraging the unique gifts we offer the community - excellent all-ages music paired with welcoming inclusive theology.
- If possible, bring in more young folk and families. I seem to see more older members. Although I admit, most of those I know in 20-40 range avoid church, religion, and such conversation from me.
- In the youth, diversity, welcoming
- Newcomers as well as members at Belmont need to be given the opportunity to study scripture and theology in small groups. Younger children need to have opportunities such as Children's Church. Community outreach through hands on service projects should be at the core.
- Discipleship ministries, fresh expressions of community, children
- Education of infants and toddlers Outreach to neighborhood addressing areas of need and inequality
- I'd like to see a strong outreach effort. I feel that there are so many people out there who would love our church, but they don't know about us. I also think serving our children, youth, and young families is absolutely critical.
- Debt reduction, space utilization, children's ministry
- Invest in getting people engaged. Rebuild Sunday mornings , Wed night as family nights with excellent programming, dinner, choirs. Create active small group program . Offer various ministries such as Stephen Ministry, shelter for homeless, active college and young adult ministry, benchmark youth program in missions and activity, strong visitation program in hospitals and seniors in nursing homes. Membership active in worship and worship planning. Schedule regular music events with orchestra and fun activities such as Broadway dinner show or Christmas

madridal dinner show. Showcase choir program more. Develop Sunday School with a master teacher program. Blend mission program with annual budgets focus priorities on planning vs one off. Build staff focus on discipleship, youth and young adults. Kiosk for planned giving. Build communication around current activities to a broader reach

- I always think there should be a balance in all ways, even as there is a handful of conspicuous top goals. So I think we should keep up the building, pay church workers a living wage (or more), support international causes and local causes, and encourage the respectful treatment of all humans. I think Belmont should keep welcoming all people and being vocal about supporting people whom society has challenged, as we have with our LGBTQIA+ siblings. I think we should not move technologies within our sanctuary and chapel toward screens; audio technological advances have been done nicely. I would like us to consider how to adjust our church services toward our hearing-challenged members who have hearing aids. There are so many good things in our church that I am hopeful will continue.
- Update its facilities and continue welcoming and outreach
- helping people grow more in love with God, with themselves and with their neighbor
- discipleship small group connections growth
- Hospitality, Teaching God's word through spoken word and song, reaching out to the Belmont/Hillsboro neighborhood to become their neighborhood church
- GrowthWe really need to work on building community within the church. I think there was a major breakdown during/after covid. I also think having a focus on deeper theological education would be helpful. It feels like we've been on the defense for a while and resting on our laurels and I think we need to be proactive and have some energy around growth.
- It is my opinion that, currently, too many of the Church's Leadership allows their politics to shape the Church's priorities. This has lead to a never-ending stream of activities, programs, book discussions and sermons chasing the politics du jour of the American Political left (in this Church's case). At the same time (as an anecdote), anyone having interacted with children having gone through the BUMC Sunday School system knows that these children lack knowledge of many of the most basic, meaningful Bible Stories. Thus, over the next 1-3 years, I would suggest a renewed commitment to "Bible-focused" teaching & education, throughout all levels; in lieu of the current "political-focused" teaching & education.
- Community outreach, increasing membership, providing resources to those less fortunate in our community, continuing Room in the Inn and ESL programs.
- Addressing membership, engagement, attraction and attrition.
- Improved facilities, discipleship formation and continued diverse mission opportunities
- Helping people who need a hand up. Practical ministries like homelessness and hunger, and offering up ample local volunteer opportunities.
- Continue to support lgbtqia people and initiatives and continue to support homeless programs and my kids love the youth and choir programs
- In building renovations, in the growing homeless needs, and continue doing what they are doing

- Reach out to Weekday School families to invite them to Children's ministries and wnaab
- Families face a lot of stress, pressure, and negative messages in society. Belmont should focus resources on programming that provides a place of community, support, and rest for families - families of all varieties.
- Intentionally making disciples who go into the world to make it a better place and invite others to follow Jesus
- To be supportive of each other and to continue to serve our neighbors
-
- I hope it will involve maintaining and strengthening the core gathering of Sunday worship as a ritual and as an opportunity to meet/do/participate in other parts of the church's life before or after. Also hope the congregation will support maintaining and caring for the campus, which now well integrates the new and old.
- Sunday school, children, youth, and college
- We need to find an effective highly energetic Children's minister on staff. (Replicate Emma) We need a capital campaign to take care of our buildings.
- I think we should invest in our buildings. They need some major repairs.
- Continued local outreach and advocacy for social justice
- Upgraded ministry and plant stabilization
- See above. Regular sanctuary speakers could do a much better job of communicating with congregants effectively with some speaker training. I am no expert, but looking up, not mumbling, not swallowing words, and so on, would be a major improvement in the delivery and understanding of what is said.
- Having ministry for all age groups.
- A new Senior Pastor, please! We're used to strong, theological sermons & not having them read to us each Sunday! It's time for Pastor Paul to be replaced!
- appealing to young folks, so the church does not waste away.
- Outreach attracting new members upgrading the facilities of the church will help bring new members
- Growing its children's ministry program.
- Our leadership will probably work to grow membership with those who fit our current values. I would also hope they attempt to ask those who have recently left or who are still on the rolls but not attend to return. We also have a building that is showing its age needing various repairs and upgrades to remain functional. For better or worse our appearance is important. In general we are internally clean and our exterior and landscaping is passable in appearance. Our interior expresses our vitality. It
- In supporting children's and youth ministries, keeping a connection with our youth as they attend college, reaching out to people who were once active but have stop coming, repair relationships with those who have left when their views did not match those at Belmont's. Making the facility safe and in good repair.

- Outreach in our local community and working to meet the needs of our hurting world. in spirit. Justice. Exercising our callings. We are not racially diverse

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

- Are there other values or expressions of faith Belmont UMC needs to lift up in our visioning process and strategic planning?
- Open-Ended Response
- Service
- hospitality needs to include ministries to our young families if the church is going to continue to flourish. Having options for young children makes it possible to the adults to attend worship without wrangling small children (which I have heard from parents is what keeps many of them attending worship).
- Social justice and equity
- None at the moment
- homeless? intentional inclusion of newer members in outside activities (where are groups meeting to participate in protesting? Car pools?) continual awareness/evaluation of accessibility to all areas of building/grounds worship is wonderful and inclusive but would welcome some visual/musical "surprises" for special seasons/days
- Working with colleges.
- Continue loving all humans and fighting to bring forth more social justice in the world. Accessibility is also key for our physical buildings given our aging population and the building in general.
- no
- Love these!
- Continue to recover from the dislocation of created by the pandemic. Encourage deep human contact.
- I would say anti-racism could be a good initiative.
- our presence, both physically as a body, but also as a force for justice in the community
- Can't thin of any right now.
- I'm happy to see BUMC reaching out to Belmont U. students. this is the nearest large church to the campus, and we can be the prime example of what today's Christians should be.
- Pay more attention to older congregants
- More engagement with other diverse religious groups in the city. We have lost some of that. Identify and focus on common beliefs and goals.
- More outreach to those not able to attend
- None
- No
- Ways of growing our faith through learning and Bible study
- not that I can think of
- More Senior care

- I know this isn't necessarily something that can be controlled by leadership, but I think it's important that we as a church try to reflect our community, and in regards to much of the community we do, but focusing on making BUMC a place of racial diversity I think would be beautiful.
- A return to more group Scripture study and spiritual development programs.
- So much has happened since 2013. We need to move forward Based on what we have learned from Covid and from this new world which is radically different from the world in 2013. Supporting our children and youth in a hate full world. Developing new ways of carrying the message of God's Love to a needy world. Zoom is only a beginning. Discovering new educational methods for small groups.
- Yes, 3 things: (1) read the signs/trends of time, (2) concentrate on the must have, and (3) manage the risks as best you can
- Growth in all areas
- fostering a culture of involvement. How do we get ppl to volunteer time but not feel overwhelmed.
- More focus on family values, less LGBT (ok, but not so much);
- Donations
- I feel that Belmont is doing a great job overall.
- Commitment to regular participation in worship
- No
- I love our welcoming statement... double down. :)
- Support for individuals in crisis
- How do we teach/lead the younger generation ways of spiritual caring?
- More aggressive increase of members from the surrounding neighborhoods.
- Being an outspoken witness for our values within Nashville.
- Discipleship-study and service.
- Incorporate visioning into Wednesday nights.
- Inclusivity for now, but especially for a future that drives the hatred of MAGA so-called Christians.
- I think we need to continue to reach out to the many college students within walking distance of BUMC. I know we are trying. Do we need to prioritize college ministry more?
- Building community among ourselves.
- More programs with neighboring United Methodist churches. More attention to our building. We have a grand structure to maintain, yet the restrooms are in need of repair and updating. Create a visitation program for current members to visit new members in their homes. An updated list of members who are in nursing care that need to be visited and prayed for. A look at how other churches are handling their building and deferred maintenance projects. A look into how other churches are managing Sunday school for 3-12 year olds.
- Discipleship. There is a teaching and learning aspect to life at Belmont. I think we do a pretty good job with it in worship and in several of the adult Sunday school classes, so it should be named in the visioning process.

- Outreach in our own community and a safe haven for children and adults, young and older.
- N/A
- It's okay to meet people where they are. Not everyone is able (physically/emotionally) to do more than Sunday morning. We need to let them know that's okay.
- We value music. As a church its impact on our congregation is vast and has the ability to heal, connect, and provide a means for outreach.
- I would like to see more information re the use of the trust fund as well as encouraging gifts to it.
- New ways of supporting the poor?
- I think all these values are great, but I think we still need to work on growth in these areas. While we have identified who we want to be, we have not perfected. I see no need to add new areas, but only to get stronger in our core values.
- Provide more opportunities to deepen spirituality, community and diversity.
- See above
- yes I'm sure there are other ways - I can't think of anything specific at this moment though!
- The serious study of Christianity is important. The Disciple Bible Study was a fabulous idea, but the approach limited involvement. The Apostle Paul challenged us to transform the world by the renewing of our minds. We should explore ways of doing this. The music ministry should be encouraged to diversify. Our music ministry has always attracted people to the church.
- Return to regular opportunities for Bible study and spiritual practices. emphasis on small groups other than SS classes. more age diverse groups.
- We need to find more ways to engage young people and their families.
- None identified as when I thought of other values and considered them in the context of the existing values, I thought they were covered.
- Belongingness
- These values are so bland and broad, they have no meaning, at least to me. They're poorly expressed and use catch phrases like "radical hospitality" that someone at one time thought was catchy. They're not even grammatically parallel.
- Speak and act boldly and be intentional in work that creates " the beloved community" following the examples of Christ, Dr. King, Dr. James Lawson, Reverend Bill Barnes and others.
- Yes. We need to make it clear to visitors that we want them to join this church and make a profession of faith if they have not already.
- I'm not sure of other values or expressions of faith to be lifted up, but maybe better, more current ways of doing these four.
- Growing Belmont through emphasis on reaching out to people looking for a church home like Belmont
- Continued focus on College Ministry at Belmont University . Encourage College Students to take part in music ministry.
 - I think we need to remember that conservative brothers and sisters have to be included in the welcoming aspect. While we have to hold true to our beliefs, we cannot exclude them.

- While our support of the LGBTQ+ community has been exceptional, I think we need to consider other communities we might be missing or under-supporting

- ?
- Belmont has always been known for its excellence in preaching, the music program and its love of children. I feel our current pastor does OK, but I would prefer much more theological preaching, more personal and not having to sit through our pastor reading his sermons each Sunday. He does not relate to the congregation with his reading and the depth of his sermons is lacking. We have had much stronger pastors in past years and I greatly miss them! The outstanding music program continues to grow and expand and this is wonderful and helps create a truly worshipful atmosphere. I would appreciate more emphasis on prayer, small groups, more spirituality opportunities and small groups throughout the week.
- we must learn how to engage those with whom we disagree; using the tools and lessons of our history and values.
- I'm sorry, I do not know.
- I think diversity is an aspect of hospitality, nurturing, and mission, as well as connection or community, not a priority at this level. In place of diversity, I would name community or connection, as does this survey. By community, we in the church mean kin-dom community, beloved community, which reflects appreciation of the diversity of God's creation.
- Consider whether the music ministry occupies a disproportionate position of being an end in itself to which all other ministries must defer. Consider whether music ministry might take a larger role in spiritual formation through its message with words which can be understood with less focus on technical perfection of traditional vocal sounds, which are less likely to be understood. Consider whether the "reason" and "tradition" prongs of the Wesley Quadrilateral have led us away from Christ, and consider whether substituting "prayer" and "other believers" may be less likely to lead us astray and break us apart as "reason" has.
- Worship
- Open mindedness, or perhaps approaching diversity in a way beyond race, ethnicity, gender and sexuality. I would hope we could strive toward more financial and class diversity.
- Listening
- Those are still great values. See earlier answers for more specific ideas.
- A greater emphasis on discipleship
- Perhaps a community of "seekers"-- those not fully satisfied with what they know or believe about God, church, Bible, or Christ... looking for additional discussion or answers..In physical equipment, the sound system in the main sanctuary should be greatly improved.
- Maybe we need a practice of learning more about techniques of reconciling or conflict resolution?
- Engaging families by investing in a dedicated children's minister.
- Nurture is a weird concept to me, does that mean nurturing visiting, healing, loving the insiders in the church community? That is definitely important, but could we possibly help them read the Bible in new ways, experience God in new ways and grow in their Christian formation?

- multigenerational opportunities
- I have heard from people that go to the chapel that they lose a lot of what Pastor Paul preaches and he doesn't look at their side of the chapel.
- I cannot attend services in the sanctuary because organ music and loud singing hurt my tinnitus ears. I watch services online. Sometimes I really feel like it's the music that's being worshipped. I like a wide range of 'worship' music beyond hymns and high church music. So please consider some diversity in music, including acoustic, without loud - then I could come in person!
- The ones listed are extremely important.
- A focus on Scripture and understanding of the sacraments and spiritual practices
- The question is vague because this is a survey about a mission statement. It won't be actionable.
- Service Small groups
- No, those are excellent faith priorities.
- Stewardship...of Gods creation...but also internally to best be financial stewards so that the overhead is lower and more go towards the mission
- Generosity, community building
- As the congregation has a growing older membership, reaching out regularly with home visits by the staff as well as lay volunteers, would be very effective and appreciated.
- Please continue to find improvements in our way of communicating as important our relationship to Malawi. Our main leader for this church-church relationship was Herb Mather, whose chapter in life has moved him to adventures elsewhere. We have church members who have gone to Malawi, collected stories, maintain communication, and see the value in continuing to give money to the church attendees and pastors there. If we keep communication active about Malawi, then newly welcomed folks to our church will hear about it and be aware of how they can help Malawian church-goers grow in their love of God and neighbor, and how they can simply survive in a challenging country (challenged by finances and climate, etc.).
- disciplining people creating places of spiritual growth for all our members
- In reference to my comments for question #5, it is my opinion that some of the same comments apply here. BUMC is currently falling over themselves to express their values, but at the expense of their expressions of Faith. As a result, the Church currently appeals only to a very narrow slice of the community. For instance, the cover of the Sunday bulletin used to include the phrase "All are Welcome" followed by a ludicrously long "list" of those who are welcome; the list growing each year as a new groups found their way into the political headlines. The phrase "All are Welcome" already expresses BMUC's values and nothing else is necessary, but the desire to constantly increase the list that followed clouded BMUC's expressions of Faith. A visitor could easily feel, "I'm not on this list. Am I welcome here?" When the Church's overall value is the urge to couch current political headlines in religious terms (to make it palpable for the congregation), then expressions of Faith are lost. In short, BMUC is already trying too hard to express their values, when, as a Christian organization, the focus should be on expressions of Faith, which would appeal to a wider, more truly diverse group of Believers.

- Would like to see a multi-faith program that would allow all members of our Belmont-Hillsboro neighborhood participate in our church
- ..
- We do well at traditional methods of communication but need to improve nontraditional ways. If you're not a part of our community, i'm not sure you are being reached
- I love what we are doing and just want us to do more
- Still thinking
- I am not directly aware
-
- Diversity could be bolstered by partnerships with other UMCs within our community of other ethnicities like African American and Hispanic. Our Mission needs to be more clearly defined and Mission activities need to align with it. Advocacy is another value that Belmont holds - it is doing justice and being a voice in the community for the oppressed whereas Mission is showing mercy.
- There's no mention of following Jesus really. It feels very vague when it comes to living out the life Jesus invites us into.
- Best use of our very valuable property and real estate. Explore ways of getting rid of the education building, which is become obsolete and having a developer develop a commercial building on that site, but providing for us some classrooms on the first floor and a few offices

Outreach

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

- Belmont is doing a good job of targeting mission needs locally and internationally
- International missions. I would like to see this closer to home.
- intentional welcoming and supporting various local and foreign missions
- Growth and inclusion.
- I don't know enough to say
- I feel we have almost too many focuses in the community and while all are important; if we could focus on a key 3-4 and pour our efforts into those I feel we would be more successful.
- good
- Honestly I'm not sure. I can think of unpacking college kids, ESL, RITI, food for eakin, the group we sent to Mexico, money sent to Africa. I know I'm missing a lot because I know Belmonts heart is in the right place.
- I do not have enough knowledge to adequately comment. I know that the scope is local to worldwide.
- Not too clear what priorities are. I do think Malawi seems to be a priority, and, locally, Room In the Inn, ...not sure.
- I appreciate the opportunity to serve in our community and outside our community.
- that helping our neighbors both in the community and in the world to be clothed, fed and given purpose in their lives
- It seems like Room in the Inn and HERO are the main areas of outreach. Pride as well. It feels like we try to help out in concrete ways in what is needed in our community that allows for hands on help.
- My own fault in that I have not been back in person since COVID. I can watch the service, and I have tuned in to the Sunday School class occasionally and read the emails, but I am not participating in the programs.
- Inclusiveness, Edgehill
- The idea of linking active members to homebound and institutionalized members is excellent. Maybe even assign a small group to a homebound/facility members. Publicize location addresses and email addresses for those in institutions or homebound.
- Unsure
- We need to continue to advocate for the poor and marginalized. Ingrid is my role model.
- Social justice advocacy Community service Mission
- Social justice and outreach
- Homelessness (Room in the Inn, HERO program, Open Table Nashville) Mission trips (ASP, GYTTE) Africa (Malawi, Mama Lynne) Feeding (Luke 14:12)

- Unsure but it seems a lot of focus is on international mission??
- Moderate
- The lgbtq+ community, our childrens ministry, college ministry, and unhoused population in nashville
- I don't know enough to answer many of these questions!
- Diversity and inclusion
- An emphasis on inclusiveness and on youth and young adult ministry.
- I think we need to help people in Nashville as well as abroad.
- Out reach to our community in need
- DEI habitat giving to marginalized groups unhoused individuals
- Not sure
- A hodgepodge of various outreaches that respond to the work of individual members
- Community Care Fellowship, HERO program, UMCOR, NOAH, Malawi, and Give YE Them To Eat
- There is a lot of focus on missions and community service opportunities for our youth and older adults.
- Affirming the LGBTQ community (as we should!) Supporting local community needs as well as some mission trips such as GYTTE and ASP
- Outreach to others such as ESL and Room at the Inn, childcare, missions through apportionments. apportionments.
- We have a diverse outreach across so many important touch points... there is a balance between breath and depth... it's hard, but i think we are spread thin in our peanut butter approach. Consider elevating one as the primary, focused priority... maybe two.
- Support for homeless -individuals and families Mexico and African projects Other global missions LGBTQ outreach Youth-related opportunities and support
- I'm not sure.
- Primarily asking for money to support missional projects.
- helping homeless and support for housing. some mentoring
- Some overseas commitment to Malawi and GYYTE; a shotgun approach to supporting some local ministries.
- Support missions that are of significant interest to Belmonsters.
- ASP, HERO, ESL, RITI, GYTTE
- Room in the Inn! Faith Partners, Youth Leaders, and Outreach as a whole. Belmont UMC helps many people in the community by being partners with schools and charitable organizations.
- It looks like we have made progress in balancing outside Nashville and local mission work.
- Mission that is not mere charity - disguised!
- I think our focus over the past several years has been primarily the LGBTQ-A community.
- I think it is great that Belmont reaches out in ministry to both the surrounding community and city with far-reaching project and missions as well as having partnerships and missions in Africa and other places overseas.

- Youth have ASP. Retirees have Mexico. Adults need more.
- Homelessness Work in Malawi and Mexico LGBTQ Support Being anti-racist
- LGBTQI community HERO program United 4 Hope Mission trips to Mexico
- NOAH, ESL, Brighter Days, JFON, Room at the Inn.
- LGBTQIA and ASP.
- Keep working on what we are doing now. It's better to focus on a few things and go deeper than try to do too many different things. Beyond providing service we should also be making disciples and building community for long-term sustainability.
- As always, everything. We are always committed to everything. It's both the best and worst of Belmont. However, it has felt as if the focus for the last several years has been LGBTQ rights and the subsequent UMC split. I hope we can move forward to the rights of all humans who are suffering in today's unkind society.
- Inclusion of all people; supporting education through programs like HERO
- Hospitality, outreach, and support: Golden Triangle, the unhoused community (RiTi), LGBT community, Weekday School
- While I'm not involved in much of the church's justice work, I appreciate its involvement in the community.
- Helping local and worldwide through mission work in some form
- Unhoused school-age children as well as adults, LGBTQ ministries, building back music ministry after staff changes.
- I struggle to find a way to connect in ways that are meaningful to me
- Burros, Community Care, Golden Triangle needs, Malawi, Congo women
- Would like to see my emphasis on world community service.
- children, Akin school, HERO, etc.; LBGT support; community cares, welcoming young adults; support for Golden Triangle; room in the inn
- Identifying needs in neighborhoods, the community at large, and worldwide that call Belmonters to action through building relationships and serving others.
- Mexico ASP Unhoused
- college students, gay community
- Rainbow and gun issues. School projects. Youth Appalachia projects. Mexico and Malawi projects, but the departure of the Mathers is affecting attention on Malawi
- homeless - including homeless children, ESL, NOAH, Pride, Mama Lyn center, I'm sure there are many more missions and service that I am forgetting or am unaware
- Belmont is doing a lot to help those in need.
- Continue ESL, Room in the Inn, Malawi support, upholding LGBTQI+ community, local school support and HERO project
- We have a robust Room In The Inn ministry There are opportunities to show up and express our faith in social justice There are also lots of opportunities for children, youth, and older members to be engaged

- Various school projects, support for group organizations like NOAH, Trips and relationships with Malawi, Congo and Mexico
- To balance our resources in local and global missions.
- Providing child care through Belmont Weekday School. Participating in NOAH. Providing Room In The Inn services. Supporting international mission work through Give Ye Them To Eat and in Malawi.
- LGBTQ and college age.
- Excellent
- Homeless, Appalachian service project
- To get us out into the community as much as possible and help others with practical efforts such as having enough food and reading.
- Locally--providing volunteer and giving opportunities for local programs like Community Care Fellowship, MNPS Heroes program, and Eakin Elementary. Globally--financial investment in Malawi, Somalia and Mexico community programs along with support for Mission teams
- Housing issues
- Seems to be the highest priority as opposed to discipleship, Bible study, worship.
- We have a lot of varied outreach programs which are viable and excellent.
- We have no discernible priorities just a group of random outreach projects
- Mission work trips inside & outside the USA Local & regional short term ministries ie Room inThe inn, Community Care Fellowship, ASP, Mountain Top, etc.
- - A mix of local and foreign service - Occasionally prioritizing tradition over effectiveness
- ?
- Mission should be both local, regional and global. We need to constantly be aware of our location and the great opportunities we have in being in mission to our neighborhood, its diversity and give the membership opportunities throughout the year to be in service, mission and outreach both in local programs and mission trips both within the United States and throughout the world!
- diversity, nurture of persons at all ages and conditions both in congregation and community, being present and serving in and beyond the walls
- NOAH, CCF, GYTTE, MamaLynn's, Room in the Inn, supporting 2nd Harvest Food Bank, donations to these services as well as physical labor.
- homeless children, families, adults; refugees
- support to international ministry partners in Malawi and Mexico support to children and parents in underserved neighborhoods support to homeless/un-housed persons and families
- The "haves" ministering to the "have nots".
- Support of the Golden Triangle Fellowship Support of a variety of Community Mission Organizations and Ministries
- Homeless, justice, Africa
- Malawi, Room in the Inn, Edgehill Brighter Days, Give Ye Them to Eat, Congo ministries, homeless ministries, Project Transformation, potentially Ebenezer partnerships

- Making people feel beloved by God.
- I'm still fairly new and am unsure.
- Social justice including opposing gun violence and poverty and our outreaches in Malawi and Mexico.
- Conference apportionments, mission giving to a variety of agencies.
- the unhoused and hungry Malawi immigrants
- support for lgbq people; support for anti-discrimination; support for housing; support for diversity and social justice; strong youth program; college ministry
- While I know the world's needs are overwhelming needs, it seems an invitation to organized small-group opportunities to serve and contribute should continue be a priority.
- Priorities include the HERO project, NOAH, summer programs for disadvantaged youth. Mission in Mexico, some involvement with Malawi, ESL classes, Room In the Inn
- Good stuff but not sure what the focus is.
- Belmont is involved in a number of worthy projects, but participation is largely limited to special offerings. By attending Administrative Board meetings on Zoom and hearing the staff reports, I learn about a lot of things going on at Belmont that I would not hear about otherwise.
- reaching out to the unhoused and children in under-represented communities.
- youth, LGBTQ and outside US (Mexico and Africa). I'm not sure I really know everything being done
- The outreach offerings for missions, involvement with NOAH, food or clothing drive for HERO, mission trips
- It is difficult to prioritize due to aging demographics.
- The surrounding neighborhoods including Edgehill
- My perception is that we do pretty well with our African missions and with our district missions. We have important local efforts, but I'm not sure everyone knows about them.
- Music and youth ministries, mission trips, NOAH
- Don't know seems random, whoever has the mike
- Continue to work with mission projects supported by Belmont. Continue to publicize each one so the congregation can follow, be informed, and participate.
- I have been on the Outreach committee, so I would have much to list, internationally and locally.
- helping people to connect with others, grow in their faith, be a part of creating God's kin-dom here on earth
- we are kind of scattered, without a clear missional focus, being engaged in many things
- Speaking out against injustice through taking stands or action (against inequality, gun violence, hunger, homelessness)
- Do we know or recognize the current priorities? Very few members could even attempt to name 3 of these.
- honestly it's kind of hard to know (and I'm an involved member)
- The Churches in Malawi are very important for missions. For the community, servicing only those organizations which align with the politics of the Church leadership are deemed important.

- outreach / assistance for those who need help in our community
- Homelessness and assistance to working poor/low income.
- ASP, Habitat builds, mission trips, funding for global church
- I don't know what our official priorities are, but I see a lot of support for activities like missions and services.
- Homeless program, college programs, LGBTQIA love and neighborly support
- room at the in, second harvest
- There are several things happening but I do not know what the priorities are.
- I'm not sure. It always seemed like service without a relationship with those being served. And it definitely never moved into inviting people into a relationship of following Jesus. Which made it feel like it was not very meaningful
- Excellent

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

- same
- Invest in local communities in gentrifying neighborhoods.
- Social Justice
- See previous answer. I love that we focus on un-homed, LGBTQIA, and inclusivity as well as our Malawi, Mexico, and African connections. Figuring out our key investments in those may help mainstream focus and feel less disjointed amongst the many opportunities to donate items or monies.
- same as we are doing
- I'm all about the kids. Tutoring and making sure children are academically prepared for all opportunities. There is a big deficit in reading levels and ACT scores - I hate seeing the divide widen.
- I do feel strongly that for foreign missions, GYTTE should be a higher priority for us. GYTTE is the only mission trip I've ever participated in, and I'm amazed by the good work. But more than one person who has been on a variety of mission trips says GYTTE is the most effective, successful, and sustainable mission they have seen. We have a fine opportunity to be stronger supporters. Locally, I would like for us to get outside of our geographic area, rub elbows, and really get to know the neighbors that are in less advantaged parts of town and perhaps do not look like us. Ebenezer UMC comes to mind, a closer and more active partnership with the Golden Triangle congregation, a school in North Nashville, or an active partnership with a historically Black church. Some way to form relationships with people whose experiences are less formed by privilege.
- the priorities listed above
- I like the hands on focus, but I have time to do this. I don't think other younger people have the time. I'm tired of Room in the Inn, because I don't see it getting better. I know it is so needed, but also would love to see it go away.
- Above plus civic and political issues
- It would make sense for those needs that are physically close to the church and our individual homes take priority. Possibly more people in need would be helped because of proximity and efficiency of effort. I think engagement in politics is probably one of the most efficient and potentially useful ways to address the root causes of human suffering.
- Unsure
- See above
- Social justice
- Helping the poor and hungry
- Affordable housing Affordable childcare (using the Weekday School resource)
- Outreach to homeless in our immediate community, especially women and children.

- This is completely my own selfish wish, because addiction & recovery is so near and dear to my heart...but Nashville is filled with addicts/alcoholics finding recovery who find God at the same time. Almost all churches I know of that have really vocal and dedicated ministries to reach addicts are super conservative in their beliefs and are very dogmatic and harmful in their views around sexuality, gender identity and marriage. I would love to see more outreach to those in active addiction/alcoholism and early recovery....simply because it is a population that is filled with people coming into a new relationship with spirituality where many feel unwelcome in the conservative church settings that actively try to reach them.
- Inner cities
- I believe that our current priorities are good as they are!
- Same as above, with added emphasis on programs for mid-life adults.
- I like our current missions and community service.
- Missions and community Service must be in response to today's needs. Housing , Food banks, Climate change . I believe every church should have an emergency response vehicle, and supplies for hurricane, floods, fires and a response team to help when disaster strikes in this changed world. Perhaps a mental health and counseling center is needed to support families.
- Expand the participation
- Local service works DEI focus on our own congregation to foster a sense of giving/service
- Helping the homeless living in dumpster or across the street; Mental health assistance/access
- I am quit happy with the scale but I do believe there should be more emphasis of corresponding values I.e. our bags at Christmas are they distributed with our values of an inclusive ministry ?
- In addition to those listed in #12, I would like to see Bethlehem Center added.
- I see a gap in local service opportunities through Belmont UMC for people in their 30's to participate in. Larger mission opportunities are great for those who have the time and money to participate, but aren't as accessible to this age range due to limited paid time off from work, young kids, money, etc. I would love to see Belmont be a conduit for introducing younger members to service opportunities throughout Nashville, even if they are one off events. This would introduce younger members to the many great organizations in Nashville that then they may get more involved in individually.
- Certainly the above. I also think we could be more direct in our attention to learning more about the love of God and sharing that Truth.
- Continue and expand childcare, more attention to Golden Triangle congregation, continue service opportunities
- Anti violence... here and abroad.
- Same with an increased effort in local mission
- Getting people actively involved in helping meet needs within the community.
- Aggressive growth in members from surrounding neighborhoods - including children and youth. Continue present priorities
- Same as above

- Perhaps Evangelism
- Continue to outreach with many of the organizations that we are currently helping.
- Maintain and try for closer and wider connections with Malawi and Give Ye Them To Eat. Expand and increase local mission where feasible.
- Mission activities should help people see inclusivity possibilities that they would not otherwise see.
- College students, the homeless, the hungry. We are doing RITI.
- Just as they appear to be now - reaching out to the community and city organizations with support, etc. as well as continuing our outreach overseas.
- Finding more ways for adults to connect
- Same
- Local children in need
- continue doing what we are doing now. I am not aware of projects for young adults, so maybe work on that group.
- I love ASP and think Habitat for Humanity is great. Perhaps more emphasis on children, projects in Nashville, in Tennessee and this region.
- Love and kindness that makes a difference
- I think it's important not to spread ourselves too thin. There are many good causes, but a narrow focus may be overall more effective.
- Is like to see us continue our same missions, but I often wonder if our WDS serves a greater good / need or is it serving more for ourselves?
- If the church has members who are passionate and willing to lead efforts for mission work, we should hear it out and support. We should evaluate any programs that have been on autopilot, to confirm it has a passionate leader vs an agreed participant.
- Continue current service
- I would like to see us reinstitute the interdenominational relationship with other faith communities in the area. Remember Brotherhood-Sisterhood events?
- Room in the Inn, support of local refugees, participation in marches, inclusion of the disenfranchised and marginalized
- Mix of local and global.
- 1, Positive impact on the communities and individuals served. 2. Positive impact on BUMC as it engages the world.
- Belmont is located in the midst of a community with needs. Attention to those needs among reaching out to others in our country, ie native americans, and those in other lands
- Expand and increase diverse members in engaging in community service.
- Foster children program, justice for juveniles, support of families in crisis both here and abroad.
- Race inequality Immigration Unhoused

- I feel the Room in the Inn service for the homeless does not have enough support from the staff and congregation. Staff are not present when guys come for the night and it seems to be getting harder to get volunteers to help
- Paying attention to neighborhoods and defining neighborhoods in overlapping layers. Paying attention to the spiritual seekers among us. ... Having volunteered in Edgehill for 15 years, I am surprised by how quickly the church has forgotten about it. ... We seem sometimes to adopt the latest "issue" as the mission of the moment.
- same as above - as well as refugees, opportunities to help with affordable housing, gun reform, helping people register to vote,
- I think current missions should continue. I don't know how anything could be added.
- I do think we should keep LGBTQI missions central because I think that area of welcome and acceptance differentiates us from other local Methodist churches.
- Find ways to know our GTF families. Joint projects with other churches....they may take leadership in some areas that some of our members are called to and may have members who would be interested in the projects we lead.
- I would like to see continued support for local and global needs, with consideration for local groups who are marginalized.
- I support these priorities and am open to others.
- Equal focus on all age groups including older adults.
- Housing for poor
- Our neighbors in 37212, including the universities
- Keep it up.
- Locally-Support local work that is transformative, that changes lives and futures Globally--Be intentional about educating the congregation about programmatic transformative work in Mexico, in Malawi and Somalia. Bring people to our people to help share their stories of change.
- Housing and climate
- We need to find ways to better involve younger adult members in missions and service.
- I would like to see us more involved in things in our neighborhood i.e., Ronald McDonald House, VU Children's Hospital, Leah Rose, Morningside, Edgehill, Belmont University, Eakin Elementary, Harris- Hillman School.
- Economic and social equity
- Continue as long as financially feasible. Having a wide age spread that allows physical participation in mission projects & publicizing projects encourages other means for those who can't be present in person to support financially or by providing materials for projects.
 - Focusing on meaningful and relationship building local service
- ?
- See above statement!
- Scripture, tradition, reason and experience as foundations for our goals and our journey to achieve and/or assess them

- Continuing GYTTE and Mama Lynn's and attention to reduce homelessness and hunger.
- homeless children, families, adults; refugees
- immigrants are already a priority within those above and could be named.
- Exhibiting a love for the community and each other that cause unbelievers to want to know more about us and why we do what we do.
- As they are
- Current
- At-risk children, the unhoused, literacy, transitions into Nashville life for migrants
- Involving more of the congregation in spreading the love of God.
- I would love to see local good works that families can get involved with.
- If we keep emphasizing the current ones, we can continue to have impact. We should also be aware of changes in society that call on us to play a part. Black Lives Matter didn't exist as a movement at the time of our last strategic plan.
- Involvement of persons at the church who have not as yet taken part for example in Room in the Inn, trips to Mexico or wherever trips are planned =get to the point where we see the same old faces.
- The unhoused Malawi Immigrants More interaction in missions with other churches/synagogues/mosques
- Continue present emphasis. Add a push to reach families in our mid town location who do not attend church. (this has never been done in my opinion) Increase and improve .college ministry.
- Partnerships with successful faith-based organizations that are doing great work and that need our support are value added propositions! PTTN is an example that truly makes a difference year after year.
- Working together with people from different socioeconomic levels. It seems like we go out and do lots of things, but we don't develop relationships sometimes with others.
- Maybe a more local opportunities
- Missions and community service should be our priority, and I think it is, and there is something for everyone if we know about it and can get to it.
- Church Growth build up the next generation of church leaders.
- basketball in the Comm Ctr?? I'm don't know why, but haven't been seeing our African American members much in the last couple of years. This may not be the right place to say this, but Black Lives Matter message is important, but the organization by the same name means something else to me - I wouldn't think MLK would approve of some of their tactics, like blocking interstates, destroying property, and even violence. I was really surprised when the banner went up.
- How are we supporting Golden Triangle and Justice for our Neighbor. We should make sure we serve those with out inner sphere, then the community- we need to determine how we can focus and make an impact. Instead of lots of little things should we be supporting an effort for underserved and at risk children. We should explore and carefully consider how to start and grow a focus. Sometimes I think we talk more than we do

- Outreach and incorporation with young adults
- Local mission's first
- I'd love to see us give Community Care Services (CCS) a high priority. I'm also really pleased to see Emma's work in serving college-age students, so I think that should be a priority.
- Collaboration with other UMCs
- Expand engagement of membership
- Effort should be made to have every member involved in some way to a mission program supported by Belmont.
- Locally supporting schools, students, the unhoused, the societally challenged. Internationally supporting our siblings in Mexico and Malawi and Congo.
- Local underserved and children
- relational, long term, our passions matched with the needs of the community
- racial and economic justice legislative protection of our LGBTQI community members embracing our UMC global connections
- I think we need to reach out more towards the neighborhood surrounding the church.
- "These areas" - missions and community services? Justice affirming actions, recognition of congregation in the community, we have a good history in these areas but little happening now. "missions" include community service
- local local local
- The priorities for Missions seem to be long, enduring and fruitful. But the focus on community service seems to be wavering and fleeting. Please see comments on questions #5 & #10
- continue serving our existing missions while exploring other opportunities that exist -- is there a way for members to suggest additional missions we might serve?
- Homelessness and assistance to working poor/low income.
- more hands on opportunities locally
- Affordable housing, homelessness, hunger, other basic needs, small groups that are welcoming to people in need
- The above mentioned programs
- homelessness
- Local housing and community outreach.
- Focus on missions in our own backyard. Nashville has so many opportunities to serve and make a difference.
- I think Missions should be about relationship building and invitation into following as serving
- Keep up the good work

What, if any, social justice advocacy have you been involved in at Belmont UMC?

- activism
- Protesting at the capital
- Pride booth
- None yet
- none
- I have yet to get on the front lines of any advocacy movements at BUMC, but look forward to continuing stepping out of my comfort zone to do so. The love and support of BUMC is helping to push me beyond my safe zone to more comfortably become a better advocate.
- marching at capitol for gun control
- Not enough!
- None
- I love to volunteer at the Belmont booth at Pride, and I have helped develop a BUMC NOAH Core Team, to stay abreast of NOAH issues and provide support. I have also attended meetings of the Advocacy Ministry.
- Raising awareness of gun violence. Witnessing to the community our belief that love wins. Showing our neighbors that we care about them as a whole person and that everyone is welcome.
- I'm not gifted with the righteous anger that leads to protest or marching; however I have been involved on a more personal one-on-one welcoming effort with persons typically ejected or pushed aside by other faith and community structures
- Really none - this is an area I don't as comfortable with in my ministry. I guess I have written letters to our legislature
- A trip to legislative plaza, contacting elected officials regarding gun safety, reproductive rights, public school advocacy.
- None, but my interest in it has grown as a member of Belmont.
- Women and children's rights, third world health , welfare, education, literacy,
- Golden Triangle member needs. Individual letter writing to politicians about social issues. Making a point to vote for good potential leadership when elections are held. Making small donations to politicians who have the potential to make the local and world situations better for more people.
- Gun control linking of hands
- RITI
- Project transformation, going to the capital to protest antibLGBTQ laws that I knew would be passed, despite our opposition
- Homeless outreach
- Room in the Inn. Gun reform
- Advocacy Committee, book studies (anti-racism, Thurman), protests against gun violence, legislative advocacy, healthcare advocacy
- Hero program

- No e
- I haven't been able to get involved in much, but I would love to get involved in the future !
- Belmonsters for Inclusion group
- Becoming a reconciling church.
- I haven't been personally involved in this, but I'm glad to help support others who are.
- Stopping gun violence Working with immigrant s
- n/a
- Advocating for gun control , mental health counseling
- I am involved in Belmont For Inclusion That may not fit in this question
- LGBTQIA+
- Writing letters to congressmen and legislators. A march for expanded medicaid, and a march against gun violence after the Margey Stoneman Douglas High School shooting in Florida.
- I was a former board member with NOAH on the affordable housing task force. I'm currently a member of the advocacy ministry bringing in educational speakers and keeping our congregation aware of advocacy efforts and opportunities in our community.
- Letter writing, speaking out on social media, Room in the Inn Vision problems limit active participation now but I feel that even BUMC membership itself (and giving financial support) allow me to participate.
- Served on church committees when discussed.
- ASP, room in the inn, NOAH, reconciling ministries, etc
- Room in Inn, Homeplace, LGBTQ inclusion, Project Transformation
- writing cards/ notes to legislators; making phone calls
- Many in the past...I am now 86 yrs old and handicapped
- Reconciling Ministries; various marches and protests
- Participated in march for gun safety and reform.
- I've attended NOAH events and have thoroughly enjoyed them! Go Belmont UMC and other churches in the area! Helping immigrants has also been a vital part of the congregation.
- NOAH, prison visitation.
- NOAH
- RITI, food and clothing initiatives (such as Hillsboro HS initiative).
- BFI, Protests
- Anti-racism Gun control advocate Medicaid expansion and immigrant services
- Pride table on Nashville Pride Day HERO project, United for Hope Waverly rebuild
- Advocating for gun control.
- Children and youth issues
- Black Lives Matter Vigil, Pride Parade,
- Pride, reconciling ministry, RiTi
- Not a lot. Room in the Inn.

- Through Sunday School and UMW, ministries like Community Care, Edgehill ministries, HERO, United4Hope, UMCOR
- Room in the Inn, Project Transformation, HERO, Noah
- former United Methodist Women, Graham Inquirers Sunday school class, Project Reformation, Brighter Days Tutoring program.
- NOAH, GYTTE, RITI and youth
- LBGT; ???
- NOAH, learning about issues.
- JFON NOAH Issues of Race Gun legislation
- Attended classes on Sunday morning and Wed night on various issues, walked in gun violence march with group from church, Prayed during legislative debates, donated \$ to causes when requested, Room in the Inn volunteer
- Various Edgehill projects for 15 years+, food, room at the inn, etc short term projects
- Went to Nashville Capitol to stand for Gun Law reform, Project Transformation, NOAH, RITI
- My advocacy has been limited to participating in supporting groups.
- Pride, rallies for TN gun reform
- Showing up when groups have attended rallies at the state legislature
- Writing letters and emails.
- Post card writing.
- NOAH
- Committee meetings
- Reconciling journey
- NOAH, but I have no influence over people, so I am not a good fit.
- I've chaired NOAH's affordable housing task force and served as one of Belmont's reps since 2017. I've volunteered with Justice for our neighbors.
- Discussions
- Participation in mass protest events, visits to the state legislature.
- NOAH, LGBTQ+
- Noah, marches for gun control
- Mostly financial support Personal & financial for project Transformation Nashville
- - Race book club during Covid - Ebenezer daycare efforts - Room in the Inn service - Safe Haven Christmas gifts
- Not my main area of interest.
- PRIDE opportunities, in years past the CROP WALK (dealing with local and world hunger issues), supporting movements within our city like Voices for a Safer Tennessee, encouraging our membership to be vocal with our elected officials on matters that concern me.
- Recently my involvement has been prayer and study
- Linking arms around Nashville

- gun safety; some help with local NGOs
- gun control, going to the capitol, active with HERO in education task force and related activities.
- Other than participating in Room at the Inn, I was appalled by the intolerance and hate displayed and in the narthex and openly in some conversations regarding the U.S. responses to 9/11.
- Community Care Fellowship NOAH Sunday School Support of Various Community Ministries
- Homeless, after school tutoring
- Appearances on the Hill regarding gun control, signing petitions, writing notes to legislators on LGBTQ rights
- Gun violence/race/sexuality/immigration/education/environmental issues!!
- BLM event in Hillsboro Village.
- Meals on Wheels deliveries, JFON, Community Care Fellowship
- NOAH - affordable housing Advocacy Committee
- Almost all in my 50+ years at Belmont. Less in my late 80s.
- My involvement, admittedly, is usually more philanthropic, but I enjoyed working in Waverly TN with others constructing homes for victims of their flood.
- Reconciling ministry, HERO, support of NOAH. Community Fellowship Friends of Malawi
- Gun and legislative protests, Pride activities issues of safety and equality for ALL people
- I am more involved on my own in social justice advocacy than with that work at Belmont UMC
- It is harder for me to be involved in these directly. I can write postcards but it is hard for me to go to events or even to get to the store to buy stuff to donate.
- Safer TN and any demonstrations in support of safer gun laws.
- book discussions, Pride festival, gun reform, legislature presence (prayer chain), Native American interest
- Most of these efforts have been during my work hours. I think it's great but protests only go so far. We need to create a change, not demand change from the government
- JFON NOAH
- CCS, Second Harvest, Room in the Inn, various short-term efforts through the Seekers class.
- Public safety
- Only a voice
- Refugee work with the Golden Triangle Fellowship for over 20 years.
- I have helped at the Pride booth. I have been in Sunday School classes that have nurtured and listened to our LGBTQIA+ siblings. I regret I have not followed through with sending mailings.
- Gun madness, HERO,
- going to the prison when an execution was scheduled (thankfully it was postponed indefinitely) going to the capitol participating in linking hands to the capitol after the shootings at Covenant school
- None.
- PRIDE festival, HERO program, marching with BUMC members for common sense gun reform at the Capitol

- na
- representing BUMC at community events, RITI
- Hero, gun control
- Pride events
- Pride related events, fight against gun violence
- Room in the Inn
- I attended a Noah meeting a couple years ago. That is a great group.
- None

What do you think the priorities should be at Belmont UMC for advocacy efforts?

- Racism and gun control
- Housing, lgbtqia, gun control, and women's healthcare
- gun control, LGBTQ issues, universal health care, homeless
- Helping the homeless and job support
- I don't know enough to say
- Homelessness and LGBTQIA and any issues around gun reform that focuses on safety for our children and educators would top my list.
- Keep pushing what we are doing
- I think we're on track, i just need to tune in more.
- Unqualified to have an opinion
- I think we should be actively involved in efforts to end systemic racism and challenge the structures that maintain racism in Nashville.
- Continue to share opportunities to learn about ways to support our community as a place for all to live fully into who they are.
- continuing to welcome all and doing what we can to combat the continuing rise / acceptance of white nationalist positions
- Housing the unhoused, advocating for affordable housing, safe places for the unhoused to sleep
- Add gun control , women's rights in this country, voters rights, racial justice, social justice issues
- Those that address hunger, poverty, physical and mental issues, and the many justice issues.
- Unsure
- Same as we are doing.
- Homeless and immigrants
- I think our priorities are good. I wish more people were involved in them.
- Unhoused and impoverished members of the community. Again, especially women and children.
- Senior Adult
- Honestly everything that former president trumps Project 2025 targets (immigrants, women, queer people, poc, unhoused, etc)
- Continued emphasis on priorities established each year by NOAH. As a midtown, university connected church community, advocacy efforts in those areas should be a priority.
- I think we should always advocate for others in any way possible.
- Justice for Immigrants. Support for children youth and families. Homelessness. Diversity including different races, Different sexes, different cultures, persons with disabilities, Persons who are different from ourselves.
- dont have enough experience to answer
- Gun control legislation Encourage voting/ voter access
- Variety influenced by our commitment to a just and inclusive community

- NOAH, changing gun laws, programs that encourage and supports children and their families; and affordable housing for low income and homeless persons.
- Continue what we're doing and always be looking for neglected people/groups that we might be missing
- Childcare, educational opportunities for children and teens along with faith opportunities, parental support.
- Anti violence here and abroad
- Local community needs -affordable childcare for underserved families, support for immigrant families, improvement of public school system, legislative advocacy in above areas
- Keeping the needs before the congregation and encouraging action.
- New emphasis on surrounding neighborhoods.
- LGBTQ advocacy; gun reform and control
- Continuing support for gun legislation, continuing support for all people
- Continue to fight for justice in places that needs help! Let individuals know about the resources available in Nashville and surrounding areas.
- I think what we are doing is good but I would like to see more in prisons and jails.
- Advocacy that points toward inclusivity.
- The poor.
- We need another Ingrid
- We could add an environmental component
- First and foremost should be the children in the category of "least of these".
- Continue advocating for gun control, better low cost housing.
- Working for marginalized/underserved groups.
- Gun control
- Addressing sexism, racism, poverty, political differences, in light of scripture
- We should be proactive and know in the community for our activism.
- reliable information necessary; opportunities to learn such as the presentation the moma lynn center and supporting fair voting practices
- Children, Immigration, the inequities in the legal system.
- More collaboration with Black or Hispanic churches. Discussions and meals. Continue supporting NOAH involving more members of congregation in advocacy issues.
- See above
- same as above - helping the poor in our community and around the world; gun law reform, LGBTQ issues,
- Current efforts should continue.
- I think we need to continue to be a leader with LGBTQI inclusion issues.
- I'd love to see voter registration, education (when and where to vote; what 'down-ballot' seats are on the ballot besides the big ones every other November), and encouragement to get out and vote in every election, no matter how you choose to vote

- Sanity in our elected officials.
- There are many needs in this area - maybe pick a few each year to focus on so that all of learn more.
- Local and state level advocacy on a variety of issues - education, justice, housing, health, public safety.
- Housing, climate
- Inclusion, justice
- Same as they are now.
- Build a deeper bench from Belmont's congregation to engage publicly for needed systemic and policy changes that help relieve our neighbors suffering.
- Housing and climate
- Hunger, homelessness, gun violence, inclusion, refugees
- Gun control, LGBTQ+ issues, social justice, child/youth welfare
- Economic development for those society has abandoned.
- TN JFON Transformation Nashville
- - Focusing on a mix of causes - Advocating for groups that haven't been a main focus in the past - Gaining input on causes from the wider population
- See above statements!
- We need to re-claim the vows we made when we became members; determine what God is calling us to be beyond the walls of the building; equip us to serve.
- NOAH, and other programs that promote shelter, minority, women's and LGBTQ equality.
- women's issues; gun safety; honesty in government; advocating for public education
- Mirroring and supporting HERO priorities works for me.
- Support should be withdrawn from groups dividing people into good and bad people, and groups classifying all people as either oppressors or oppressed. Justice can only be pursued on a case by case basis because people are complicated and are more than the groups in which they can be classified.
- As they are
- Current
- Migrant rights, LGBTQ rights, gun control
- All are needed but we are spreading ourselves out too much!!
- See above.
- Affordable housing, NOAH
- NOAH participation More interaction in social justice issues with other churches/synagogues/mosques
- Reach out to the neighborhood and to college age. Continue strong youth program
- Perhaps wider and broader than the few demographics we've recently (and justifiably) focused on in the most recent years?

- Attracting different kinds of people to attend Belmont. We have become a very white congregation despite commitment to social justice. Golden Triangle meets at Belmont but there's very little interaction between traditional Belmonsters and GTC.
- Same as 15
- Not sure
- We are on the right track with ESL, HERO, inclusion, Golden Triangle, and Barnes scholarship.
- Education, LGBTQ, Gun Violence
- Because of the seriousness of Climate Change, consider adding Creation Care to the list
- We need to be the change. Create a ministry that responds and resolves. Not just talking and protesting. Action can be the answer
- Addressing socioeconomic inequality
- I think social justice is really important for the church. We must continue to speak up for the migrant community, the LGBTQIA community. And we must strongly advocate for a solution to the gun problem.
- Adjust with the needs of the community but in general social justice
- Do more than speak it. Growth in various diverse groups in activity and membership . How many members are black
- Continue to inform people of advocacy initiatives of Belmont.
- I have not been involved enough to suggest. I appreciate the work that is being done. Pastor McIntyre brought many ideas that I would like us to grow from.
- Local underserved and children
- ending gun violence, ending hate legislation, ending legislation that harms the poor. continue to support NOAH. Make communicating opportunities a priority and making it easy to gather and go as a group
- diversity, inclusion, global vision and equity
- see above
- I think we should continue to be involved in local advocacy but I'd like to see the theological impetus for that action to be bolstered (beyond sermons every week because that's kind of overdone)
- I feel there should be a renewed interest in Advocacy of Christian & Biblical Policy instead of Advocacy of Political Policy (couched in religious terms). Please see comments on questions #5 & #10
- PRIDE, HERO program, advocate at the TN state legislature for important works that God would want us to support
- na
- LGBTQ+, homeless ministry, global injustices
- Family support, inclusivity
- Continue homeless missions, lgbtqia,
- same as listed above

- Continue RITI
- Not sure.
- Poor, the widowed, the immigrant, the unhoused, the marginalized

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

- Enhanced communication
- Create opportunities outside of Sunday mornings
- better welcome for those becoming new members: initial "class" with representatives from leadership, history of church, church map!!
- Better online presence. More Music groups to include some Praise and Worship, Folk'ish and Bluegrass.
- Opening our doors for more community events, speakers, etc. Utilizing the community center in a more visible way within the village.
- We thinking about this a lot. More signage about the events in the neighborhood for those walking past. Children visible in church to welcome families. As much as i hate social media, folks use it to see what's going on. It could be used in our favor more to look cool... the youth should take it over!
- I do not know. I wish I did.
- Ministries in less privileged parts of Nashville would put us in touch with a more diverse population and make it possible to have a more diverse and inclusive membership, which would broaden all of us.
- Continue to be a place that welcomes its neighbors by seeking ways to let them know who we are and what we are about.
- perhaps take better advantage of our location and become a larger presence in the Hillsboro Village community
- I hear from so many people who tell me that our pride flags brought them in. I wish there were more ways to keep them at Belmont. I think our relationships with Belmont U and Vanderbilt have been strengthened and that is good. I'd just like to see more flexibility of our current members in being willing to try new things. I always hear about the glory days when there were so many families here. Just be willing to try new things and keep reaching out with activities for families.
- BUMC seems to be doing a great job with students and other young adults. The choir program for children and youth is a good way to cross-enlist with the Sunday School and youth group.
- Partner with other churches and other organizations
- Get out of the box, whatever that box may mean, whether it refers to our past traditions, or fear of the unknown, or our comfort zones . . . etc. etc.
- Design and print thousands of calling cards for members to carry and offer to neighbors and others as opportunities arise to invite someone to church. Then they have the information and invitation to take with them. It's not as bold or personal as getting onto a conversation about church or verbalizing to others facts that they probably won't remember. Put the church's mission statement on the cards, location, maybe a tiny picture of the building (not the centerpiece of the card), hours of services. Maybe room for member giving the card to add your name and maybe

text or email address. Make the church easier to be remembered by providing this information cards for informal distribution as an opportunity to tell someone about your church arises.

- I'm not sure
- Unsure
- I wish that I knew. We do need to prioritize, young families, and children. I did not go to church today because I was watching my grandchildren and there was no Sunday school
- Not sure
- We could use our community center more effectively. We could do outreach to 37212 via a more open presence in Hillsboro Village, inviting the community to events.
- Unsure
- I think there are communities of people, I am particularly thinking of recovery communities referenced above, those living in shelters etc, who would be thrilled to attend church services and events if they had transportation. I think it may be a great community outreach opportunity to ask for volunteers who would be willing to pick up groups of people who could not attend church otherwise.
- More community outreach
- I think BUMC is doing a great job connecting!
- More education about the issues facing our larger community along with clear information about how members (of all age groups) can involve themselves in action.
- I think the more we do in the community, the more people will join in. Give first, then get.
- Sponsor community events. Do more publicity.
- Personally inviting folks
- focus on 'new customer experience'. How do we make info available without being overwhelming. information should be in QR codes and be more accessible. Also, we need to invest in our building and our amenities. Most of our bathrooms do not look kept up for instance
- Host community forums in the COMMUNITY CENTER Day care/activities for all ages
- Sponsoring organizations that give us visibility. For instance offering facilities to groups that we share common interests and goals .
- More musical and other events that invite persons in the neighborhood.
- I think more investment in helping our Sunday school groups remain active so when new members show up there is an easy point of entry to meet people and create community. There's a lot of investment in kids which brings young parents in, but there's then not a lot of investment in those young parents or those in their 30s/40s without kids. The church needs to show we value this group by providing more church led support for programming. Otherwise this group falls through the gaps as we give the impression that this group is expected to be self sufficient. This job then falls on a small group of members to orchestrate meaningful programming each Sunday.
- I wish I knew! It's SO important but not our strongest area.
- Don't know how we do it now, so can not comment.

- Outreach must happen in the community... in the areas where we are likely less comfortable. Outreach and welcomeness of those less like us... for example, republicans should feel overwhelmingly welcomed at BUMC.
- Focus on attracting young families and individuals post college age by offering more opportunities for fellowship and involvement in leadership roles. Model after the success of non-denominational churches with small neighborhood/interest gatherings . A staff person focused on recruiting people in the twenty/ thirty age group and developing programs and offerings that are fun, interesting and provide support for their faith journey.
- perhaps some fliers available in local businesses, colleges and universities ---- and most importantly by members sharing about our church with neighbors/people they meet and inviting them to come and attend services and events with them
- Visitation program in our neighborhood between Hillsboro Village and Green Hills.. Spreading literature about our Church
- Fix up our aging buildings to me more attractive. Stronger programs to young adults and families with children/youth. More substantial marketing and communications campaigns to share our story.
- By continuing to be, and being active in the community for non religious/methodist events.
- I remember when Rev. Collet was at Belmont. If there was a new visitor in worship(8:15), I witnessed him making a beeline to greet him/her as soon as the service ended.
- Maybe have the youth ministers visit colleges and universities, especially when they are having Career Fairs! Make the visits diverse!
- Be visible.
- Strive to have an inclusive staff. Congregation should be explicitly told when money, or the lack of it, is preventing/impeding having an inclusive staff.
- Not sure. We are trying. Parking remains a problem but is not the dealbreaker.
- Offering more programs to attract parents along with their kids
- Join our efforts with West End or Calvary UMC. Go back to an intentional plan like “circuit riders” where potential new members are visited in their homes and welcomed face to face. Make our building cleaner.
- We need younger greeters and to rotate congregation members serving communion, reading scripture. There remains a lot of white hair serving as greeters giving the impression we are an older congregation. We have younger members and need to involve them and youth and college age members.
- Realize what makes Belmont unique and then find ways of sharing that through various networks.
- This has been a hard question over many generations. I would be very interested in the reasons folks are drawn to us today. How do we capitalize on that attraction.
- I'm not sure. Due to security concerns, I understand we have to keep the building locked. I wish there were some way to open our sanctuary during working hours so that folks from Vanderbilt, Belmont, Hillsboro Village, etc., could come in just to get some quiet, maybe have some bottled

water available, I realize this is a nonstarter, but the more our neighborhood can use our space, the more aware they are of our mission. Can the community center be used again for something like yoga, informal basketball.... yes, I know there are expenses involved, obstacles that would need to be overcome. And as to attracting new members--I don't think that should be a leading goal.

- Street fair? More active on social media?
- Having a community engagement staff position again
- Providing platforms for persons in need to express their needs, listening to them, and helping them to make decisions based on Biblical wisdom
- Mix of music style, not just traditional
- Stay engaged, at all levels, with many different organizations.
- every member's opportunity to tell their story at Belmont
- Improve how we communicate with others beyond those who are already involved.
- Have more community events in our facility. But parking is always a problem.
- Inviting parents from childcare to events, encouraging members to share what is happening with friends and neighbors (have never seen any evangelism push since we have attended), Sunday Schools need to be encouraged to reach out to members who have drifted away or stopped being a presence in the building and tell them they are missed and encourage them to rejoin the community, I'm Not on social media but events should be Hillsboro Village (or other area) Facebook and other such accounts
- See above
- Have people at a table or booth on the sidewalk near our church talking to people - handing out pamphlets with info about what our church is doing in the community and world
- Belmont could host meetings and workshops/conferences involving organizations like NOAH. This would let potential members see what we are about.
- I think we could think about having tables and chairs along the grass on 21st Ave side of church, using our commercial kitchen 1x week to do a community lunch to raise money for local missions work while raising local awareness that we are a church and not just a pretty building on the corner. Have banners that hang down from a few of the front columns that help people see our church and understand our mission. Make a Last Supper long table and bench with Jesus in the middle and a sign across the front saying "All are welcome at our table" for 21st side of church. Have some scan QR codes outside around the church that link to info about church and its mission and when things are and which door to come in. Continue to have a super great Welcome Committee!!
- More adult (middle age?) social aspects of community would give more opportunity for members to bring friends to engage
- ????
- Be more visible outside the building.
- No suggestions.

- Social media presence, occasionally offering programs of interest to the community and publicizing those offerings.
- I don't know
- Reach out into the community - have an intentional plan to get people connected once they show up in any of our ministries, one of our old plans emphasized front porch ministries - that still may be a strategy
- Hire more people like Ingrid McIntyre, I guess.
- Have a presence at things like Pride, Juneteenth events, MLK day celebrations, Metro Council meetings, state advocacy events etc. Bring banners, wear Belmont t-shirts etc. to show who we are.
- Stating from the pulpit in each service that we are pleased to have visitors and invite them to follow Jesus and to join our church. Find creative solutions to the parking problem.
- Smarter people than I can figure this out!
- We have no plan for attracting new members. We are stuck in a Field Of Dreams mentality. We need a strategy for reaching out and inviting and assimilating those God is preparing to thrive in a church like Belmont
- Word of mouth and showing up at events is a good way to invite, encourage, welcome the community to join us.
- - Improve children's ministry - Modernize (consider a regular or occasional relaxed service, consider community groups) - Reach out to the universities and neighborhood groups more - Improve social media presence - Add childcare at 8:00 service and at special services (this has improved lately) - Highlight children, youth, young adults so visitors see we are a growing church
- Make a better effort to invite ESL and day care visitors to church services and events.
- All members being more welcoming to ALL, especially visitors within the congregation. Announce to the community events that are going on, inviting their participation, supporting events in Hillsboro Village, always present a true, welcoming spirit to any person who comes within our building!
- Many members are active in service beyond the building. Let's identify them and learn how they began. Their stories can help others imagine how they can follow their witness.
- I do not know. Belmont is in a lot of places-internet, Belmont College Wesley Foundation, Morningside, ESL classes, and probably more I can't think of .
- does very well. glad for college outreach
- I think we'd do better if we would be more intentional to ground our mission/outreach and advocacy works spiritually and theologically, in listening together to the hearts of people, our church, and of God. Biblical, theological and spiritual growth courses have historically been a big source of new people motivated to serve.
- Start with a renewed focus on spiritual formation and loving each other and our neighbors without regard to their people group classification. I was not a follower of Christ when I first came to

Belmont but the love displayed and dedication to spiritual formation at Belmont UMC and Belmont Univ. convinced me that Jesus was actually who He claimed to be.

- Periodic sharing of information on the variety of community ministries supported by the church and its members
- Provide worship practices appreciated by Traditional worshippers
- Outside services in good weather Invitations to Village shoppers and residents to be part of Wednesday meals Since so many people use Belmont steps as overflow to Jenni's ice cream, how about setting up tables/chairs and putting out a few flyers? More Belmont University and VU connections Return to neighborhood dinners (groupings of folks in the same zip code, but each group has to invite at least one or more folks who do not attend Belmont.
- Taking better care of building inside and out. People are great but building is not welcoming. It looks worn out and not inviting!
- Perhaps finding connections at Vanderbilt and Belmont with social justice groups and organizations of international students.
- The million dollar question. Not to be trite, but denominational experts are all over this and having extreme difficulty arriving at effective answers. I wish I could add a fresh idea. My only thought is to have plentiful opportunities for our membership to join in planned involvements with the external community in justice and mercy efforts. In that way, perhaps we become at an even deeper level the body to join if you believe the the worth and value of this kind of work.
- Planned visits to neighborhood areas, Printed material; emphasis on family and youth attendance. Attractive programs.
- Look at best practices of successful UMC communities that are attracting and helping individuals find small group growth may be included in the planning.
- Activities that invite people to the church that aren't attending worship or Sunday school.
- Better online presence, advertisement, parking lot activities with surrounding community specifically targeted (ice cream social, community yard sale space on a designated day...
- -Small group chats with visitors at least once a month to help them learn about Belmont and the import of connecting with one or more small groups New member classes where theology of the church is articulated and expectation for small group commitment and pledge (however small) import and process are communicated.
- Keep up the emphasis on inclusion and on programming for children, youth and young adults.
- Find folks in the community interested in advocacy and explore off campus opportunities to connect. Church doesn't always have to happen inside the building.
- I'm not sure, especially since I don't live in the area nearby
- We are going to need to have worship services other than on Sunday morning. We need to meet the needs of folks who work on Sunday and have a service on perhaps Friday or Saturday night or another time. We love our liturgy but we can have that with some infusion of creative worship. We need to offer small groups when people can come. We need spiritual formation sessions in homes or neighborhoods- we have to reach out instead of asking people to come to us

- Suggest starting over with the survey questions.
- More visible presence Doing work in surrounding neighborhoods
- I'm not sure, but attracting new members is key if we are to have the resources to meet our priorities.
- Focus on diversity
- Offer community and engagement
- Asking each new member to inform the congregation by a written statement or spoken during the worship service, what has attracted them to join Belmont.
- I wish I had suggestions.
- Organized effort to follow visitor, find young families in the area
- focus staff more directly on this work, better involve laity in follow up with visitors
- More visible outreach to neighbors (cookouts, ice cream/lemonade social in the cul de sac), maybe more publicizing in neighborhood newsletters
- reach into our neighborhood - two colleges and a third a little further away, a medical school, 2 residents for elderly within sight, someone once proposed that we treat all the Hillsboro Village servers, wait staff, cashiers; residents at hospitals
- Have more in person events. Bringing back WNAB has been great and it's all led by member volunteers. Heather helps support as much as she can but it needs to be supported by the whole staff. Community cannot be built without people spending time together. I think attracting new members comes in reaction to an already strong authentic community, not one that is trying to be something they are not or are posturing.
- Please see comments on questions #5 & #10
- More community outreach through Hillsboro village business owners / customers and Belmont-Hillsboro Neighborhood association. Participation in local festivals and events where we can have a booth and talk to locals about BUMC and our programs / mission
- Children's activities and programs. Question: are young adults (20-something young professionals, post-college) being overlooked?
- inviting new families to get to know you events regularly to plug into church programs
- Events for families, the free meal on Wednesday is a good start, game nights
- Continue to advertise in the surrounding communities
- Spread word about free WNAB meals in the community and connect with Weekday School families.
- Better marketing. More interactive website.
- I think the membership model is outdated. I'm not sure there's much anyone can do to attract people to a church these days.
- Ask present members to invite their friends and associates to special events at the church like the feast of lights and to regular Sunday school classes and two worship services

Discipleship/Nurturing

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

- through worship and small groups
- Missions
- Choir
- Adult Chior
- Within SS I experience it. I always learn and feel encouraged.
- Through the music ministry. Having a place of belonging that feeds my soul and allows me to serve in ways I am called to be a part of the church is the most nurturing.
- in SS classes
- Yes!
- I attend the 8:00 am service which I find meaningful. I have been involved in an adult Sunday School class. I am also involved in a long standing volunteer educational effort of the church with a number church members.
- The Simplicity SS class has become the place I always feel at home, nurtured, supported. I appreciate different aspects of both Sunday services and enjoy the opportunity for fellowship and learning on Wednesday nights. It is supportive to know there are resources of both people power and donations for important purposes such as the efforts of the Outreach Ministry. The newsletter offers a heartwarming array of possibilities for justice and/or service every week.
- Yes, through our SS class and thru worship.
- through Sunday School as a young adult, sponsoring the young adult class as an 'older adult', the special worship experiences like Maundy Thursday, being involved in the creation and realization of the Columbarium
- Very much enjoyed our small groups for Lent. That was a wonderful experience. I also love singing and my faith is very much nurtured by the songs we learn and sing.
- Through worship experiences and Sunday school classes.
- Before COVID the worship service was meaningful. It is still helpful online, but not to the same degree. The topics and presenters in Sunday School were inspirational. BUMC has been fortunate in having many retired professors and denominational workers who are kind enough to help out.
- Church services, music, church friends who show up in times of need and continue to show up. Notes and calls from fellow church members when needed. Knowing about the very good lives and deeds of fellow church attendees. They are inspirational to me.
- Somewhat. I like the message in church but the small group for my age seems to be having some growing pains
- While I was working raising children, I had very little time for small groups, or anything else other than Wednesday night dinners and talks on Wednesday night. I was active in Sunday school and

church. We were lucky that When our children were growing up, there was Sunday school every Sunda

- Not surw
- I haven't.
- Worship 2. Sunday school 3. Community service and advocacy
- I have never experienced such love and acceptance in a church
- Worship services are personal and beautiful. Love the music!
- Just having a place to come to on Sundays where I'm known and remembered and welcomed. My availability to be really involved in the community is limited in this season of my life, but I have a dedicated hour to spend with God weekly and a warm community in which to do so.
- From the first day I have felt welcomed and loved at Belmont. I thank God every day for leading me to this community.
- Through the college ministry :) Rachel and Emma are literally the best
- Choir
- Yes
- Primarily through my Sunday school class and through small group activities. Also, joining with other members on various service committees. Nurturing takes place in small groups.
- In worship and small groups.
- Sunday school class, mission trip to Mexico
- small groups and individual conversations with our leaders
- Inspirational messages from Pastor Paul; exceptional music ministry; continuation of a lifetime of faith built on a solid foundatio
- Acceptance Making me feel and know I belong
- Worship and music makes a difference to me and conversations with members
- Through worship services, sunday school class, Disciple Bible study, all church retreats, service opportunities, and United Women In Faith(formerly United Methodist Women).
- Sunday School and worship (Including the inspiring music!)
- Worship and Sunday School.
- Yes... through community and mission with fellow BUMC members
- Friendship class involvement Music Interactions with strong faith church leaders-Steve Bryant, Liza Ramage, Mozelle Core, Marcie Smeck, Mike and Jane Dbose, just Lewis and many others.
- through the music ministry / through some meaningful CC classes / through some meaningful sermons
- Attending services on line
- Worship and the friendship of fellow SS class members.
- By having direct relationships with other Belmonters.
- Being a part of a Sunday School class that studies the lectionary scriptures every Sunday. Being in a Covenant Discipleship group for many years. Attending worship regularly.

- Support through declining health and lung replacement. Engagement Small groups Music
Paying attention to the sermons
- Choir, Sunday School, Sunday worship services, seasonal offerings such as Feast of Lights and music offerings.
- We relate to the communion offered each week at early service. It is very important to us - especially to my husband, who used to be a Catholic - to have the opportunity to take communion each week. It means a lot to us.
- Not enough
- Through worship and small groups
- Yes, but I have been here a long time and the nurturing comes and goes. I think our current dedication to retreat given by Heather and our social outreach through HERO and United 4Hope make this one of the best times in the history of Belmont.
- In worship. Participating in and leading Sunday school. Seeing my Children grow in their faith and confidence in a wonderful and loving community. By being a part of a community that is helping the United Methodist Church live up to its potential and thereby make the world a better place.
- Small groups for Advent, Lent, Sunday School classes and the choir.
- Music and worship.
- Absolutely
- Sanctuary Choir, Sunday morning worship
- Through small group fellowship, Sunday school, and worship service
- Mostly through worship.
- I feel that attending has made me stronger in my faith by being around others that are strong in their faith
- Long history with friends; UMW; Faith Companions; Encore ministries; being a part of regular worship
- SS, platforms for doing volunteer work and helping those less fortunate
- By the faith friends from the senior adult Encore program. Visits from staff.
- worship, Simplicity, community, lectio, mini retreats, on and on
- by teaching and volunteering with our young people, through friendships made at Belmont, lent and advent studies, staff conversations, leadership, and teachings
- Sunday School, outreach Ministries, Covenant Discipleship, Lectio. In the last, joining groups designed to deepen spirituality. the past, Disci
- Sunday School Music Silent retreats
- Bible study in Sunday School, worship services I wish there were more small group opportunities such as Bible study on Wed night
- See above. ... I served on the Spiritual Formation team for years and years, doing countless projects. ... I have recently led book discussion groups on Zoom and other initiatives to fill what I viewed as gaps.
- through Sunday School, worship, CD group, retreats

- In my early years at Belmont, my faith was nurtured through my participation in choir. Over time, interactions with the pastors, classes such as community education offered through Vanderbilt Divinity School, and numerous other programs facilitated my growth in faith. For the last 25+ years, my Sunday School class has bolstered my faith.
- After visiting all SS classes I landed in The Fellowship Class for my connection community. Then I felt called into helping with young adult ministry. Both these groups continue to help my faith grow.
- Being able to connect with members of all ages who truly care for each other
- small groups, CD group, Sunday school, companions, Bible studies, retreats. Worship services.
- I receive nurture through what I contribute, but I would like some more small group opportunities
- Connections with other Belmont UMC members, especially through Sunday School Class
- Classes, worship and fellowship with other members.
- Sunday School programs and friends
- Music, belonging, justice, connections
- Through worship services, engaging Sunday School classes, opportunities for work abroad with our brothers and sisters
- Primarily through Sunday School. Also, through worship. At times through Wednesday night programs. We are not often offering discipleship opportunities like we once did.
- Sunday school, Sunday worship, Encore ministries, small groups
- Sunday school class
- The pastors, the staff, the community of believers, opportunity for participation in children's, youth, weekday school, music ministries,
- Through my Sunday school class
- Strong Sunday School Class involvement. Helping Golden Triangle members.
- Through my Sunday school class. Through the Music Ministry. Through community involvement in events like PRIDE and the former CROP WALK for local and world hunger. Through Bible study groups like Disciple Bible Study, through small-group prayer groups and short-term mission opportunities both locally and within the Southeastern Jurisdiction.....and throughout the world, like Mexico and Malawi!
- When I became sick, members saved my life with practical and complicated ways over a period of more than a year. Transportation to Sunday school and worship and meetings, visit my residence, cards and notes of encouragement.
- Sunday School is like a family to me, we are close and care for one another like family. Each minister has learned my name and face and speak to me frequently. Heather has been especially helpful. The Beersheba Springs annual retreat was also a nurturing event. The counseling by Keller Hawkins, though not church-sponsored, has been critical for me.
- ss, outreach programs
- Sunday school

- Coming to believe that a power greater than myself could restore me to sanity; and, eventually "laying down my weapons and surrendering" in response to Jesus' continual pursuit of me. (Quote is from C.S. Lewis).
- Worship, Weekly Communion, Sunday School Class, Participation and Support of a Variety of Ministries in the Community
- Through the music ministry, excellent preaching
- Through mission trips to Mexico and Malawi Through pastoral reach outs when I've been sick or injured Through choir performances Through notes and cards from Belmont friends
- People music volunteering
- I've been taken in quickly by the community and made to feel at home.
- Being accepted and embraced for many years here.
- The Graham Inquirers Class
- Our SS class is based on the lectionary. Our discussions are open, broadly participative, and enlightening. Very rich and rewarding.
- Observation of the music and youth programs. Sunday services.
- The Friendship class has been a huge part of my journey for the past 50 years! Also my CD Group has met weekly for 30+ years, which has been a valuable sounding board and nurturing presence in my life.
- Relationships with other people and VIM trips in the past.
- Through Seekers class and their activities, social justice opportunities
- Worship, small group participation and in youth and children's ministry. I am not getting much out of Belmont right now, occasionally but not consistently. Currently looking for ways to subsidize what I am finding at Belmont.
- Seekers Class and ENCORE.
- During COVID my Sunday group stayed connected with one another and supportive through a time of isolation and uncertainty. Knowing I had folks looking out for me made me feel supported and less isolate. All of this still applies post covid.
- Sun Sch, sermons, and activities that I can participate in with limited walking (and no stairs
- I really appreciated Companions in Christ but that was about 17 or 18 years ago. My Sunday school connects me to Belmont. And I feel spiritual nurture from Pastor Heather Harris
- Searching scripture together, lectio,
- My Sunday school class
- My Sunday School class, the Seekers, is extraordinary. I have truly been nurtured by my classmates.
- Meaningful music, effective Sunday School
- Friendliness of the Belmont community.
- Pat Barrett has encouraged me to always have a Sunday School class, which helps me grow spiritually and wrestle with challenging questions. I have told people my talents, and people find spaces for me to use them and grow them (bells, orchestra, choir, teaching, advocating for

Malawi, guiding youth, planning events for children). The encouragement and camaraderie of fellow parents and elders in the church have been so helpful in my parenting; being a parent is a deeply spiritual experience.

- in worship, centering prayer, mini retreats,
- a good deal
- By learning theology through song/theory, and being a part of musical leadership in the choir and in worship (hearing the scripture/sermon)
-
- Within our Sunday School class.
- yes, many times
- Participation in Room in the Inn. I sometimes wish Sunday school was more Christ/scripture focused. I would enjoy opportunities for the men to get together independent of Sunday school for fellowship and support.
- through our Sunday school class and shared struggles
- My Sunday school class is a close group of friends that are supportive and where I often see God every week
- Through my Sunday school class
- Wednesday dinners
- Loved by other members who share common positions in life.
- Sunday School, Parent Hang Out in Iris Room, Worship
- A little bit in Sunday School and worship but there was no intentionality

Are there other discipleship opportunities through the Belmont UMC community that are meaningful to you and/or your family? If so, please list them and where they would rank in the list above for you and/or your family.

- I do enjoy our social events where the whole church comes together. I appreciate opportunities for Bible studies or small groups and would like to do more of those in the future.
- I would say intergenerational events are tied with age level ministries - I'd like to include that. I always enjoy connecting with young families and their kids, as well as those who are older than me
- 1 - Personal friendships with other members.
- Disciple Bible Study was important to me; parking and no stair access becoming more important w/ aging; Appreciate social media access to services; pastor Paul messages Glad you are making this process available electronically; good questions! Thank you to all involved.
- Would like to see more involvement in BFI
- I benefitted from the All Church retreat. I like the book study opportunities.
- More opportunities for social justice, more outreach to diverse communities, more opportunities for adults to get together.
- All church retreat Feast of Lights We tried to attend Wednesday evening dinners this year but the food was not good the first semester. Thank you Nashville Food Project for improving this! The group was so small. I would love to see the Wednesday night dinners grow again!!
- support for the bereaved
- Covenant Discipleship group involvement for 30+ years number one
- Zoom opportunities for those of us who are less able to participate in person.
- We need regular Bible study classes taught weekly by one of the ministers.
- 3rd - Golden Triangle Fellowship
- Pride booth each year, would be ranked 6th
- The opportunity for Volunteers in Mission trips should be included either as its own item or included in the above list of outreach. Those trips are deeply meaningful to individuals and impactful for the church.
- Not so much right now. Belmont is internally very friendly and social, advocacy and mission are big but I am feeling called to more growth and I cannot find it at Belmont. I want to grow in my faith and be with people who are striving to grow in their faith.
- My others would have been my UMW circle and participation on Wednesday nights. Also meaningful in the past: teaching Golden Triangle youth and leading International Fellowship.
- Wow. Just ranking the previously listed items was very challenging. 6: Sunday School 7: Contemplative practices/spaces/events 8: Worship services
- N/A
- Our Youth program is amazing and it's been such a great experience for all 3 of our children. It would rank near the top for us.

- na
- Small group dinner club
- None of those feel like they are really about discipleship honestly, at least not directly. I'm looking to grow intentionally in relationship w someone who identifies as a disciple of Jesus and then put what they show me into a daily practice with others

Worship

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

- music and challenging sermons
- Music
- Music
- Choir and other music
- The liturgy, knowing who chose it is a special element. The music.
- The music and intentionality of how the message, scripture, and music are woven together.
- music, prayers for the people
- Being in community and fellowship with the congregation. Listening to Pastor Paul and the beauty of the sanctuary.
- I surprised myself by finding the early service to my taste. I love the music of the 10:30 service, and miss it by going early.
- Early service: weekly communion and welcoming people Main service: the music we now have
- The creative and innovative ways we are encouraged to pray, sing and be challenged by the message/word.
- the music, followed by the careful planning that ties together the entire service, participating in and watching Communion from the choir loft
- Communion, singing, hymns, rituals repeated (All-Saints, Easter, Christmas Eve)
- Liturgy, music, sermons.
- Music
- Being with other people/part of a group or worshippers. Flowers, altar paraphernalia, music, announcements about other members, prayers, new members joining, social time after service, sermon, communion
- That amount of activities for the youth is wonderful and you can tell everyone wants to be involved
- Music
- Sermon and music
- Music
- Sermo
- Communion.
- Music 2. Paul's sermons 3. Emphasis on welcoming and being beloved. 4. Emphasis on social justice.
- listening to Pastor Paul
- Pastor's sermons. Music
- Communion and community speakers
- Music
- Music!!

- Scripture and music
- Music ministry; services around the liturgical calendar.
- The music is always my favorite part.
- Music ministry, Sermon, Communion
- Choir, sharing gift of music with the congregation
- people leadership message
- Choir/music; sermon
- Sermon; music; prayer
- Sermon Prayer Music
- Music preaching and liturgy passing the peace processional
- The sermon, hymn singing, choirs from children to adults, scripture, communion, babies and children being baptized, persons joining the church, and passing the peace.
- The music ministry
- Paul's sermons Music
- Music and sermon
- Sermon, music
- Music and liturgy, sermon
- the music and prayer
- Music
- Excellent music that includes traditional and recent music, but not shallow "praise" music. Provocative preaching. A solid foundation of traditional ritual.
- Music ministry
- Music, preaching, communion, fellowship.
- The scripture being read and then explained by the pastor delivering the message. Also, the music/choir on Sunday.
- Tie-sermon and music.
- The first and foremost is the preaching and the teaching of God's Word. Read Matthew 28
- Reading of Scripture - an authority beyond mere opinion.
- Music, worship, Bible study (Sunday school)
- I always enjoy the sermons as well as the music in the worship services. One suggestion: please put a 2nd hymn on the program for the early service. We used to have 2 hymns before COVID and now we only have 1...
- Choral anthem
- Music and preaching
- Sermons Music
- Music, sermon, youth choir, hymns, pastoral prayer, scripture reading.
- Sunday 10:30 service, music
- Seeing young people serving in any capacity during the service. The anthems. Passing the peace.

- Music
- The beauty of a Belmont service is in the totality of its elements. I am always awed by the planning. The sanctuary is majestically inspiring and should be preserved and protected.
- Music and sermon
- Music, the sermon, and passing the peace
- Music, message, prayer, liturgy, tradition.
- Preaching, singing, communion and thanksgiving, praying
- Music and preaching
- I do not currently attend worship
- Music and sermon
- consistency, sacraments, message, music
- Music, high holy services, feast of lights
- Music
- Music Liturgy
- Preaching and music
- Music and coordination of all elements of the service
- music prayer scripture sermon
- I'm not sure that any one element of worship is more meaningful than another.
- Relatable preaching that helps me guide my daily growth in God. Music helps my mind connect with God by opening in new ways.
- Sermons that connect real community issues with the teachings of the bible
- Holy Communion Pondering the Word
- Sermons communion
- Music, prayer, sermon
- Music Sermons
- Music and sermons
- Music, intergenerational worship, inclusive worship
- Music, both hymn singing and listening to the choir
- The two "Ms"--message and music
- Music
- Quiet time in the sanctuary, music, sermon - the total package, I guess.
- Music
- Music
- - Sermon - Community updates - Participatory singing
- Sermon, music - all ages. Communion. Prayer. Bulletin information - announcements.
- The liturgy, prayers, music including hymn singing and the choral pieces and finally the sermon.
- The elements are interactive and I don't experience them independently
- The sermons

- communion
- music, good liturgy and leadership for it, reading of scripture when reader is prepared, preaching
- communal song and silent prayer
- Early Morning Worship with Communion, Wonderful Music Program
- Music and preaching
- Sermon, prayer, and choir in that order
- Congregation
- Monthly communion, music
- Communion, being among the congregation, the whole experience.
- Music
- The sermon 2. Singing old hymns
- preaching
- When the sermon is from the lectionary, which we study in the Friendship Class weekly. The sermon is so much more valuable to me after grappling with the scriptures that same morning before the 10:30 worship service.
- I would like for the sermons to be most meaningful but I don't find that to be the case.
- Sermon, music
- Liturgy, sometimes music, youth and children's music consistently
- ritual, music, Kate's and Heather's sermons, prayers
- Sermons
- I love the traditional service that Belmont provides.
- Sun Sch lessons, sermons
- The flow of the liturgy Communion
- Music, communion
- Music Sermon
- Music, Communion, the sermon.
- Children's choir
- Music
- Music, messages,
- Children's involvement. Musical moments by choir, bells, small groups. Sermon. Welcoming from the Welcome Team.
- Scripture and sermon
- the liturgy, joining together as a community of faith, hearing scripture, music, preaching
- seeing people while hearing and singing the word together- offering our selves to God
- Congregational singing, adult choir, children's choirs, sermon, communion, special Sundays like Remember your baptism, Hanging of the Green, Feast of Lights
- the sermon
- Singing songs that I am familiar with and that are tradition in our church community

- Singing hymns from the hymnal
- Sunday school, service / sermon, communion
- Singing (as congregation) familiar hymns.
- music ministry, sermons, sacred rituals
- Music, sermon
- Preaching and singing
- music fellowship community
- Music and sermon
- Music, intergenerational choirs
- Preaching and scripture reading
- Holy Communion

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

- alternative opportunities for small children
- Interaction, less formal
- visual reminders of season or message
- Gospel music / Country Gospel
- Visual aids - use the walls for visuals of music, notices, etc.
- Keep the majority of things the same! It is working!
- stay as is, please do not have drums and contemporary music
- Children's moment
- No opinion
- 2nd hymn at early service.
- nothing comes to mind - I am happy to see the the acolyte and the crucifer roles being revived - I do like a good ritual!
- Nothing new - just keep the variety in all ways. Musically, ages of leaders, different people speaking, different kind of music and leaders, different creeds, familiar hymns with newer, more inclusive words
- Flowers more often. Quiet times. Give visitors an invitation to be recognized by show of hands, BUT only if they want to be.
- I wish the choir sang more spirituals.
- another hymn in early church
- I like our worship services
- Guest musicians / special pieces in different styles
- Audio, video, lighting
- Greater emphasis on the liturgical calendar and the lectionary.
- Sometimes I wish there could be less announcements and things that distract from the worship itself.
- children's moments
- Youth participation
- I think the bulletin is not user friendly for non church members. I miss a confession of faith If included Children's sermon should be done facing the children not beside
- Opportunities to pray at the altar
- Youth choirs singing in front of church
- perhaps some occasional interpretive dance
- Involvement of diverse lay readers and liturgists. Occasional sermons by guest preachers. Less focus on traditional music. More "pep."
- Local chamber concerts similar to Christ Church Cathedral:
<https://www.christcathedral.org/cultural-arts>

- Altar Call more than on the First Sunday. It doesn't have to be every Sunday, but at least one more Sunday would be great!
- I like it as is, must open to suggestions
- a time for individual and ad hoc prayer. So, worship may be a bit more than an hour!
- Newer music
- I loved last Sunday. It was perfect.
- A children's sermon more frequently
- other arts on a regular basis
- I appreciate the recent changes in worship order, music selection. Shaking things up a bit. I appreciate our willingness to stretch into new ideas without trying to be contemporary.
- Perhaps more lay involvement where appropriate (scripture reading); assisting with communion
- Infusion of contemporary music now and then. Liturgical dance. Transportation for seniors and others.
- passig the peace and a musical moment at the early service (had the musical presentation before covid)
- 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
- Shorter sermons. More interaction with congregants, more quiet time
- Continued efforts to improve the comprehensibility of the senior pastor's speaking style to those who wear hearing aids.
- more silence
- I'd like to see some occasional casual Sundays. Some t-shirt Sundays might be fun. We could have a "wear a t-shirt from your summer vacation," or "Titans/blue t-shirt day," or "music t-shirt day." Another possibility would be a "church camp day" with everyone dressing as if they were going to camp. We could even have tabletop s'mores in the foyer! We used to have Back to Belmont in the fall to celebrate the end of vacation season. This could be revived as a membership celebration when everyone could celebrate the number of years we've been attending Belmont. A "Deck the Halls" event where ALL members are encouraged to deck our halls by repainting, repairing, and adding artwork would provide opportunities for involvement.
- I like Children's moments and then children's church- it helps them feel special and loved by God and church family. Adding some projection on big open side areas of front of church could be helpful-I rushed in late my first Sunday here, only to have to traipse back across to get bulletin because you can't do our service without one. Maybe start Saturday or Sunday night contemporary service?
- Better sound system in the sanctuary
- Meditation
- More opportunities for children and youth to be involved regularly
- No suggestions
- Music, even more intergenerational participation

- Improved sound system
- Spoken invitation from the pulpit to follow Jesus and to become a member of this church.
- Would love a Sunday of singing old-time Gospel songs with guitar and piano.
- I would really like to see a more relaxed service. I know this is controversial within Belmont but this is something that a large majority of churches offer that we do not, which I think is a problem. It could be regular or we could try it occasionally. It could even be an alternate time like Sunday evenings. Also consider childcare for 8 service. It is very difficult to bring children in that service because it is SO quiet that every sound a child makes feels disruptive or garners looks.
- No change.
- Strong lay participation each Sunday, including children, youth, and all age adults. More formal worship liturgy, procession with the cross each Sunday and stronger sermons from the pastor.
- I use the bulletin during the week as I continue to think about the intention of the service (scripture, hymns, sermon, prayer. I guess I am making my own "therefore" tool
- Belmont has more variety and inclusion of music, plays, hymns, prayer, gospel readings, etc., etc. than any church I have ever attended. I would not know what to ask for.
- the old doxology; i like liturgy, lectionary, formal worship
- confession and assurance, more than one scripture lesson, lectionary in ideal world. We come to hear the Word in music, scripture, message, liturgy, etc. Scripture lessons stands on their own for listeners to hear, as well as "serving" the sermon's commentary on it. An improvement would be to always rehearse scripture readers for addressing and speaking out to a public gathering, crowd and speaking slowly.
- without abandoning tradition, incorporating music with words pronounced in a style that the words can be understood by the listener.
- This is not something to add, but something to take away - would eliminate the postlude except for rare occasions. That has caused many of us to not be able to stay and commune, catch up with friends at the end of the service. I also have felt we have had one too many musical numbers each service, much as I enjoy the music at Belmont.
- A children's message
- Lectionary preaching
- I have always enjoyed more musical variety, like the Henry Brothers, and inspiring instrumental variety. In a traditional service like Belmont's it is refreshing to experience non-traditional spirituals or African or Asian expressions of music. More frequent youth and children led services are wonderful as well
- More variety in the speakers.
- More youth involvement weekly such as greeters and accolalites.
- More silence
- Just don't change everything every Sunday.
- Modern music and diversity in human music
- already mentioned

- Screens so our heads are up singing, not down. And I can provide support and transition. It doesn't mean we have to be a version of 'contemporary' we don't want to be. More lay participation in worship.
- Follow the lectionary
- I'd like to see the children's part of the service more often. It's important for them to be part of worship, and to be honest, it encourages young families to attend.
- Variety in music selection
- More member involvement
- A space in the sanctuary where children could attend service and maybe do quiet (but not always silent) coloring or crafts. I do request we NOT get electronic screens in.
- use other versions of the Lord's prayer more inclusive language go back to Hawaiian bread for communion
- we could benefit from a tasteful limited use of screens, not to use with hymns, but to aid visual learners and connect with the larger culture
- Please see comments on questions #5 & #10
- can't think of anything right now
- Additional instruments during worship
- Unknown
- dance,
- No contemporary service!! No drums or amps. "Be still and know that I am God"
- Visiting choirs from other cultural backgrounds
- More young people and diverse people

How has your worship attendance changed over the past five years?

- traveling more so we use online option when we are away
- Declined
- Was not going to church for about 10 years before we re joined Belmont.
- similar throughout
- Greatly increased to every week since moving to Nashville and joining BUMC.
- out of town quite a bit due to traveling
- Since becoming involved and finding a community, much more!
- I restarted at Belmont 2 years ago. I rarely miss a service if I am in Nashville.
- More frequent attendance at 10:30
- During the pandemic, it was online, but since then I try to worship in person. It's my community, my friends.
- It has pretty much been unchanged (disregarding the Covid period)
- It hasn't really. We attend every week we are in town.
- I was exclusively virtual during the pandemic.
- from every Sunday morning to maybe once a month online
- reduced
- Widowed and afraid of group germs. Just don't go in person much anymore.
- Increased more during school year, had tapered off this summer with travel
- Unfortunately, I have ended up doing zoom service is more than I would like. I often do the 815 zoom service and then still come to Sunday school.
- Stayed same
- No
- Same
- We have tried to attend regularly
- It has not changed, though during the pandemic I worshipped on line rather than in person.
- I did not attend before joining Belmont UMC
- Only online during COVID. Since COVID subsided we attend in person regularly.
- Just started attending last year
- After my grandpa died, going to church became extremely painful and over the years I have been working towards increasing attendance. COVID of course threw a wrench in there as well.
- Pandemic changed everything. Very grateful for virtual attendance during the crisis. Almost never attend virtually now, but my in-person attendance is not as regular as before the pandemic.
- It hasn't really changed. I'm usually there. :)
- At home more.
- No
- pretty steady but summary we have a lot of travel
- Decreased

- When I am in Nashville I am there usually
- Hasnt
- None, except during the period of Covid.
- I've regularly attended over the past five years based on my participation in the sanctuary choir.
- Only during covid
- I don't attend as often.
- Ebb and flow... often based on kids' level of engagement.
- Decreased significantly
- Much less now .
- No change
- Basically the same
- It has waxed and waned. Attendance has been highest when one of our children is involved in the service.
- We attended virtually during the time of Covid.
- Since the pandemic, I might miss at least one Sunday a month. I have to relax, release, and recharge!
- About the same
- As i have aged and subsequent to COVID 19.
- Steady. Always present if in town, watch virtually when out of town if feasible.
- Pretty much it's the same as it has been for the past 20+ years. We come every Sunday - almost always to the early service - when we are in town.
- We do zoom when out of town
- Improved!
- I answered "weekly" for the non-summer months. Without my children attending in the summer, my summer attendance has dropped off.
- being able to watch online
- No, only during COVID.
- Decreased due to travel
- Except for the pandemic, when I did not attend in person, my attendance has remained about the same.
- Covid changed the way we are able to offer our service and provides an excuse not to go in-person. I value going in-person when I go!
- We're in the choir, so that really helps to be consistent.
- Once I started attending Belmont 2 years ago, I have been attending pretty much every Sunday, unless I was working or out of town or sick
- I used to attend 10:30 and sometimes both services. Now usually only 8:10 service
- I have struggled with creeds and various aspects of the worship service; just not meaningful to me.

- Online, being homebound.
- same, except for covid
- more sporadic post covid
- increase in virtual attendance
- We have lost regulars who may intend to watch in line, but most are not as regular as they intend to because
- Changes during Covid but back to attending now.
- On Zoom during COVID but was glad to return to in person
- More use of YouTube
- during covid I was online - now I am back in person
- My attendance in the worship became sporadic when my mother was in the last few years of her life. I haven't gotten back into attending worship. My attendance in Sunday school has been regular.
- Not changed much...it's still a weekly priority, but if I have worked 6 days in a row, it's nice to now have the option to stay home in PJ's and worship if I want to.
- Able to attend much more since adding the online aspect during covid
- Adjusted for various health issues and grateful to be able to connect on line when I can't be there in person.
- Has stayed the same
- Only attended virtually during the pandemic. Attend more in person now.
- Other than during the pandemic, I have had a life long habit of attending worship regularly so it has not changed.
- It has not changed.
- No change
- It hasn't.
- Other than during the Pandemic years, very little.
- Obviously there are fewer persons attending worship. Worship attendance needs to be emphasized more and people need to be told their presence is important to the life of the church.
- Other than during COVID, it is about the same.
- Same
- Covid introduced us to Zoom participation in programs, meetings, SS and worship.
- My worship attendance is probably worse since Covid. It is sometimes difficult for us to get there in the mornings.
- Same. I miss 2-3 times per year.
- I'm a senior adult and there are some Sundays when I cannot attend because of health issues, but otherwise, I try to be present every Sunday in person!
- Aside from times of Covid isolation, my attendance has been consistent.
- I was unchurched for about a year or two prior to finding Belmont 3 years ago. I am a regular attender and tither and Sunday School attender and try to do community service.

- online more often
- Retired, we travel some, some long and short trips.
- I have Sunday duties at another church so occasionally I can attend Sunday School but not worship.
- More time at Early Morning Worship and Occasionally Online.
- None
- Less, first because of the pandemic, then because of change in habits and retirement, meaning we may be out of town more often.
- Appreciate being able to attend in person again.
- Seldom watched online. Now attending in person more often.
- Other than the Covid days, it has not changes.
- It has neither increased nor decreased. I do occasionally attend via zoom.
- We once attended 10:30 service, but accoustics and sound system so bad we switched to early service.
- Since COVID we began a habit of retreating into God's natural world almost every weekend when possible. The ability to participate live via technology from our cabin has been so valuable to me and my wife. Even the worship service via YouTube is so enriching to us as faithful Belmont members!
- My attendance has decreased.
- It hasn't
- Reduced frequency
- Fortunately I still have a ride for the 10:30 service.
- I fall back on Facebook live more but prefer in person. I appreciate having the online option.
- Hasn't really changed.
- I've attended Sun Sch on & off since 2002 when I was in town, or not working. The pandemic changed all that, and I rediscovered why I like participating at Belmont
- Not much except for the pandemic
- Virtual worship was so ineffective (it can't be the same as in person worship) that it paused during pandemic. Now split between Belmont and an out of town church.
- Dropped during the Pandemic now back to regular attendance
- It has not, except for the Covid period.
- Slightly reduced
- Same
- I miss being in the sanctuary but I am glad to worship connected by facebook.
- I became a parent five years ago, so my attendance at services in this time window has become more affected by my child's mood. When possible, if live attendance is not possible, I try to watch the service at home (live or recorded). I am thankful our church does the video.
- More regular
- only during the pandemic was it different

- With our commitment to choir, our attendance really hasn't changed much
- it hasn't
- weekly throughout, more virtual in 2020-2021
- increase since covid
- I used to attend every week, but I now attend as infrequently as possible, as allowed by my family situation. Please see comments on questions #3, #5 & #10
- it's become more steady as our kids have gotten older and started participating every week in Youth programming
- Steady
- improved, especially with virtual options
- When all our kids were at home and before covid, we came almost every week and participated heavily. Now we aren't as regular in attendance but still very much in love with Belmont! I believe we will get more involved again.
- Covid
- covid has made in person diff
- Slowed with Covid but coming back more regularly this fall.
- Back in person now
- I used to go regularly but pandemic made me realize that I wanted a more intentional spirituality than I found at BUMC
- Slight decline due to age

Are there certain occasions when you are more likely to attend services?

- When in town we prefer in person because of the energy
- Holidays and guest speakers
- No
- When my youth is involved.
- I am already attending weekly, so other than special services like Feast of Lights or Lenten worship, I am already there.
- Christmas, Easter, All Saints day - try to never miss these
- Days I'm signed up to teach Sunday school or i know my child has an event.
- I try to be regular, not just picking my spots.
- No
- When I am in town.
- Nope - I am usually there regardless
- No - just really always feel the need to be there!
- No, because parking and walking are the chief reasons for not attending, and they are the same any time.
- cooler weather
- If other family members want to go with me.
- When there is special music or the Carillon Ringers are performing, or when the children are singing
- No
- No
- I attend services pretty much every week.
- We try to attend as often as possible because it nourishes us spiritually and socially.
- Definitely when I'm going with and/or meeting a group of other college students.
- Children's music
- Christmas services or other times when the choir has special pieces prepared
- Certainly on major liturgical days and communion Sunday.
- All Saints Day, Remembering your baptism, Palm Sunday, Easter Sunday, Service of Lights.
- No
- not summer
- Yes
- Nope usually there when in town
- No
- Holidays and special music programming.
- No
- No
- Less in summer... we strive to be here weekly.. holidays always pull us in.

- Yes
- Feast of Lights, Easter. Spring and Fall
- No
- No, all are fantastic.
- see above
- We aim to come every Sunday.
- Special days/programs.
- The usuals
- Funerals and memorial services.
- I attend nigh all worship services.
- Maybe at Christmas but really we come if we are in town.
- I love to attend whenever I can.
- I am much more likely to attend services when our Sunday school class is also meeting.
- No, attend whenever I am in town.
- No
- no
- Easter at BUMC is my favorite worship service! But I also love attending during advent for the songs, lighting the wreath candles, and seeing the Christmond tree.
- Holidays of course
- Certainly the religious holiday services, but I am a regular attender
- Christmas
- No.
- no
- school year, advent
- I attend all.
- Advent
- I pretty much want to come to all.
- When it works out with my hectic schedule and my available energy
- no
- No
- Not necessarily.
- Lent and Easter along with the Christmas season but I really attend every week unless ill or out of town. When out of town, I attend church regularly as well or watch our service online.
- Weddings and funerals.
- no
- Feast of Lights, Easter, Youth Sundays
- No. I have always been regular in my attendance at SS and church and on Wednesday and other times when special studies are offered.

- Music events although music is an integral component of weekly worship.
- - When I have an obligation (eg, teaching) - Holidays - When something big happens in our community
- Easter, Feast of Lights, Christmas eve.
- I look forward to the Annual "Feast of Lights" service and would welcome a "Watch Night Service" on New Year's Eve, including the Sacrament of Holy Communion.
- No
- no
- every Sunday when we're in town which is most of the time.
- Any Sunday I'm not on duty elsewhere.
- More likely to attend 10:30 Worship on Special Occasions than attend Early Worship
- No
- Special liturgical Sundays, when we know there will be a good Sunday School lesson, when we want to be among other believers.
- Appreciate the variety. I attend when in town.
- Easter, Xmas eve.
- No
- No.
- no
- We attend weekly, either in person or virtually.
- Holidays, Lent, when I am interested in a particular minister.
- No Special seasonal services are extremely important
- No
- My family do not attend here, so I count myself fortunate when I get to participate
- If I think the music wouldn't be hurt my ears.
- No. It's all important to me
- No, I attend regularly.
- No
- no
- When my child is involved. When my child would be interested by varied features of the service.
- yes, when the doors are open
- no, most people would say religious holidays
- I come every week unless I am out of town
- Since Miss Emma has taken over the Youth, the sermons given during "Youth Sunday" in February have vastly improved. Whereas they had always tended toward whatever were the current Left's politics of the day, the sermons given now by the Youth are focused on reflections of their time at BUMC; a much more appropriate message. There certainly are instances I avoid attendance.

These instances are usually following societal events which I assume will overtake the day's sermon and I'd rather not suffer the annoyance. Please see comments on questions #5 & #10

- When Youth are singing and ringing, communion, etc.
- Holidays
- When the kids sing
- All
- No

Connections Within Our Community

Where do you notice tensions/disconnections within the Belmont UMC community?

- People are out of the habit of in person worship
- Not noticed
- The relationship with the Weekday school is a work in progress and I acknowledge that. I would like to see it feel more connected as a ministry of the church, which is how I choose to view it rather than a school that happens to be at a church.
- I am relatively new and probably naive. I have nothing to offer here.
- Smallish attendance that is considered "good" for certain activities or events.
- tough to say, but a lack of consistent presence from long term members especially means that continuity is lost and disinterest sets in; if my cohort stops attending, then why should I keep going? Decisions then get made without their input (even when repeatedly solicited for it) and the gulf widens
- Families who only come when their kids are singing or doing something in worship. Parents who drop out once their kids are through with youth. I think for young families reliable child care is an issue. But a bigger issue is making sure that what we offer is worth their time. I think the Sunday School hour is not working for everyone - don't know what to do there.
- Have hearing loss. Cannot hear or understand the spoken words well, especially sermons. It's very frustrating. I can hear better at home during a broadcast.
- I haven't noticed any
- Music program
- I am not aware of any
- Relationship between the "big church" and the Golden Triangle Fellowship needs to be worked out. 2. Revenue stream-reliance on a smaller number of people to give more each year seems like the wrong approach. 3. Property deterioration, but too much obligation to mortgage and other areas to do proper repair.
- none
- Have not noticed any so far.
- I think seniors are feeling somewhat removed from the greater community. Concerned the senior pastor is not connected to the senior community. Also, there seems a lack of clarity about the ministries BUMC prioritizes. Things feel amorphous.
- We are all humans and this ebbs and flows depending on the season. Overall, this is not a big concern.
- Disconnections: Adult Sunday School are rarely connected. When you are older it is hard to meet younger class members.

- I have never felt tensions within Belmont UMC!
- I feel like a lot of people talk about wanting to do social justice advocacy, but the Advocacy Ministry is a very small group with limited involvement. I think we need clarity on what the congregation expects from the Advocacy Ministry and separately from the staff when it comes to social justice advocacy. Are we meeting those expectations or should we be pushing to grow and do more? What does the congregation want to be involved in and at what level regarding advocacy? Are we there just to educate our congregation or actively advocate out in the community?
- I think most of the tension was due to our outspoken welcoming of the LGBTQ community. Many of those who disagreed with our stance sadly have left Belmont.
- Between liberal and conservative viewpoints
- How to spend our money-not enough to meet all needs so how do we have input in the budget priorities
- Not involved enough now to know about church politics and do not hear anything
- A lack of involvement in our decision making. There is a perception (and reality) that decisions are made by a few without broad input. Our undefined relationship with the GTF. Even if the best relationship is no relationship, it needs to be clarified. Some unspoken tension about how we spend our outreach funds.
- Not all of us have the passion and courage of social advocacy.
- Issues concerning inclusion. They still exist—also, maybe some concerning diversity.
- I've had to miss so much over the last 1/12 years I really can't say.
- The presence and place of the Golden Triangle.
- Some are weary by the seemingly high every Sunday focus on LGBT A repetitiveness.
- I feel like the Belmont community is pretty much on the same page and agrees with Belmont's ministry.
- Where to put our financial resources. How to continue to provide meaningful programs while also taking good care of our physical structures.
- darn audio system during service is frustrating
- I miss the staff being available at the church Monday through Friday. It was always an expression of welcome to know they were there and available. Volunteers feel very isolated going into the church with no staff visible in a large building.
- The ongoing UMC tension has been our tension. I am hopeful we are ready to move forward.
- I don't notice any.
- I haven't noticed many tensions across the church. I believe the choirs have adjusted nicely to our new music director, Matt. He's excellent.
- Staff appears less cohesive on occasion. They are specialists in their areas of responsibility; but sometimes don't seem informed about other areas
- I'm not really aware of those
- Those who wish worship to stay more traditional and those willing to expand genres.

- Sound system in the sanctuary.
- communication
- Sunday School and Choir. I like to do both but the timing doesn't work for me.
- One is with the visitors that are in worship each Sunday. Sitting for a long postlude is not a familiar part of worship for many people- the benediction is viewed as the end of the service. I see the visitors gathering their stuff and getting up to leave- and looking uncomfortable since others aren't moving. It is not welcoming atmosphere
- Loss of attendance on Sunday mornings. ... Deaths continue and no one is there to take over or give more ... People give less ...
- I don't see the Golden Triangle community much and would like to see them join our worship services more often
- I've noticed tensions/disconnections within certain groups. It would take a long time to write about these.
- I know there has been some tension with recent change in music leadership, but things seem to be smoothing out. I don't know how many younger folks actually use Realm.
- There was an issue of tension with a lead member (at the time) of the usher/ offering team— not sure if this individual is still helping lead there— I withdrew myself from the situation
- Age divisions by SS class. Where but in the church do we have people of all ages who should be enriching all our lives.
- Sometimes when groups don't cross paths then people may not know each other
- The General Conference.
- Weekday school feels disconnected and sometimes tense
- I just get wind of it occasionally. I'm usually the last person to know any scuttlebut.
- Trying to balance inward focus on congregational programs like our children and youth with a broader focus on our Nashville community and the world.
- I have not noticed tensions/disconnections. I have noticed fewer persons in worship attendance. Our SS class has significantly grown since Covid.
- Over the LGBTQ+ issue.
- It isn't apparent that groups of people at Belmont are feeling disconnected. The many people that we know are happy to be part of the Belmont family of faith which is cemented by our pastors & leadership. Pastor Kate Fields has been a blessing in her time with us & we celebrate her new opportunity.
- - I think we inadvertently exclude our conservative brothers and sisters, many of whom have now left, because we assume all at Belmont are like-minded, which is not always the case. - I have felt tension in the past over music ministry and the constraints it puts on trying. We things in worship - I am concerned that we are attached to tradition to our detriment at times (trouble growing the church because we are set on doing things the way they have always been done)
- Belmont has become so liberal that we have lost many non-liberal members.

- There have been times when the annual budget seems to drive our total programming. I'm on a very limited income and give what I can, but I always feel guilty when I cannot give more (ie: missions emphasis, special projects, etc.)
- Certainly we are not all of one mind, but I have never noticed tensions that have resulted in disconnection. Diversity is challenging but love builds bridges.
- I am unaware of any
- none
- young don't know older and vice versa, long timers don't know newer members and vice versa. few if any opportunities to mix it up and be together as a diverse community.
- Groups that divide people into oppressors and oppressed may make us feel good about hospitality or social justice, but the leadership of such groups use churches as a means to an end unrelated to following Jesus.
- Inconsistent quality in Preaching Loss of Participation due to COVID
- Music ministry
- Disconnections between children/youth and older adults Tensions with people who have decided to stay away and be virtual and those who believe the spirit best moves among us in person.
- Staff
- GTF does not feel like its people are part of Belmont. It's almost like a friendly other group of people are kind of borrowing part of the building.
- Communication in general. Some improvement since we've begun the midweek update on line.
- At my age and degree of participation, I do not see tensions and disagreement.
- Perhaps a tension between an organic approach to programming vs a clear organized "vision" to connecting people to opportunities for participation in a systematized way.
- GTC and Traditional Belmont are disconnected. Children's' SS doesn't seem very important to the entire community, music ministry seems to be the most important at the expense of other things. The congregation isn't vibrant.
- Content seems weak. Seems really inwardly focused, what are we to the people who walk by every day. I am afraid we are excited about ourselves but irrelevant to the people on our sidewalks. How does God want to use us in the 10 block circle around our campus?
- Not everyone is aware of the different groups. I don't sense tension but perhaps this is because I am not as involved in the daily activities.
- Some much older members keep their distance, I suspect because of Reconciling
- It doesn't seem the staff truly connects as a unified or aligned team. I feel like Golden Triangle is out on a limb. I don't know what missions staff lead other than advocacy protests
- Leadership challenges
- Allocation of resources
- I just don't see them. I assume they exist in some places, but not for me.
- Fragmented leadership

- Ever since Bill and Dot Anderson are no longer with us, the international lunch which was held monthly, then quarterly, has now terminated.
- I felt distant during the Covid-19 pandemic's early years, which coincided with my start to being a parent. I received help and support from some church members during that time, but I still felt distant. I wish there had existed a ministry of multigenerational folks who help get young families visits and support. I am not a witness to other tensions.
- I've been around a long time don't haven't felt included or welcome on occasion
- just changes in staff creating new understanding, can we get past our traditions for tradition sake to incarnate a lively and living faith in a context that is different that 1972, our worship is not much different that 1986, but the whole world has changed. It is good that people can clap and laugh a little more, but we need a more accessible worship that holds to our liturgical and theological underpinnings, but is not uptight. We need to make room for young people and children.
- Just like any other family, I think tensions occur when we have misunderstandings, mostly from lack of communication with one another. (Left hand doesn't know what the right hand is doing)
- I think there's a desire for stronger community and opportunities to gather as groups. I also think there's a performative nature that has crept into worship and we need to be extremely careful of that.
- Please see comments on questions #5 & #10
- Siloed Sunday school groups and difficulty recruiting volunteers for children's ministry
- I feel like there are a lot of good intentions but the community isn't building meaningful relationships with diverse ethnicities and communities. It's still a white wealthy congregation
- a few still struggle with reconciling--maybe should not be discussed weekly other than its being clear all are welcome
- I think we need to significantly improve the effectiveness of our Children's programing. I don't think our people generally understand the needs related to our buildings.
- Honestly when politics is introduced
- Complacency - no real spark.
- There are no longer any Discipleship Bible Studies offered. Nor any Stephen Ministry. ENCORE ministry needs expansion.
- Having ministry for all age groups.
- Since I am physically unable to attend services or participate in the activities and study groups, I do not have answers to some questions.
- Some of Belmont's staff are not friendly, do not listen (or care how I feel), do not respond to messages left, or emails. It appears some only see their job as something to do & really don't want to be at Belmont. I'm very frustrated especially with Pastor Paul who doesn't seem to care, plus he does not ever listen to what I'm trying to tell him, always looking at someone else & really doesn't care.
- nowhere
- Our move toward pride has made it difficult for some members

- The lack of a dedicated children's minister and the struggle to maintain a robust Sunday School program for children caused us to look elsewhere for religious education for our children. My children are not drawn to the music ministry and while that is such a strong and wonderful ministry, it does not reach all families.
- Tensions are less as we have become more like minded.
- The tension I see are our burdens and challenges. A very old facility, little parking, safety, finding volunteers, attracting new members and encouraging financial giving from our current members.
- Sometimes I've thought that there is so much focus on social justice and creation care that we don't spend as much time on the basics of learning the Bible - this goes for children's ministries and youth along with worship.
- I do not notice tensions and disconnections.

How should Belmont UMC address these tensions/disconnections?

- More opportunities for meals together
- Perhaps being intentional about having members adopt a family or a classroom to help build relationships with the children and families. Thus building intentional relationships between the two.
- Not sure! Lots of efforts are being made to bring people back to varying degrees of success
- More resources for young families - without them we can't go forward. I realize the older adults want their groups too, but they need to be just as involved in nurturing and helping with events. The carnival was actually a really wonderful example of all age groups working together.
- Try for more consistency in spoken volume.
- We need to understand our relationship with Golden Triangle--their needs, our needs, our future together. We need to talk to each other. 2. Need a pledge campaign that focuses on broadening the base of pledgers. 3. Need to increase revenue stream in ways other than pledging. 4. Need a specific plan to address building use and how our property can be used to generate income to pay for upkeep.
- Adopt a strong focus on a limited number of ministries. Invest in pastoral staff with clearly defined responsibilities in support of those ministries. We seem to have focused largely on administrative roles to the neglect of pastoral roles. The Administrative Board needs to be similarly aligned and focused.
- Good communication and caring is always key to good relationships.
- Sponsoring joint classes occasionally.
- Meet to determine cause/source Determine path toward resolution; pray for guidance, how all are affected Activate plan for resolution
- I would like to see us engage the congregation to understand what the expectations are and determine what is realistic for our staff and Advocacy Ministry to take on.

- I'm not sure. One of my dear friends left because of our open support of the LGBTQ community. I don't think we can compromise our strong beliefs, but we can let those who choose to leave know that we still love them and miss them.
- Outreach and welcoming for all
- Not sure there is a better way. There will always be a shortage of money to do everything we want to do. Perhaps assuring broad representation of new and old members on finance committee?
- Have a serious conversation about our governance structure (Executive Committee, Admin Board, and Ministry Council). Have regular church meetings to share info and get feedback on programs and priorities (not to make specific budget/missional decisions). Create a forum to discuss and clarify GTF and missional spending.
- Just know that not everyone feels the same way. Maybe there's baby steps that can be taken for those not fervent.
- Maybe invite small groups/teams to strategize how improvement should/could be made.
- Caring dialogue
- Not sure. But definitely the Golden Triangle needs to be more than an after thought. but
- Acknowledge there are many social issues to address - housing, racial, women's issues. Not just one.
- Communication!!!!!! Members need to be aware!!!!
- I think we return to in office staff hours unless otherwise required for appointments, etc.
- Continue to move forward with love and kindness (as well as a listening ear when needed)
- I think the pandemic and remote access created a "work from home" work style. When one goes to the church during the week, few staff persons are on site; doors are closed. Information is not available. It may be the way of the future, but it's a loss to the members of the congregation and to the community.
- Emphasize inclusiveness.
- Get it fixed by competent professionals.
- hard to collect all the information with many groups active in their own way
- Have a gathering time between SS and Worship. This could also encourage building relationships among members. We need to have more opportunities to connect with others who are not in the same SS class.
- Either shortening the postlude to about 1 minute so people can then reach out to visitors OR waiting to pronounce the benediction till after the postlude if that music is to be Viewed as an important part of the worship service
- Visit people at home and find out where they are.
- offer more opportunities to gather the Golden Triangle community with the Belmont community
- If someone volunteers to do something, that effort should be appreciated. We should realize that everyone is a member or potential member. Having that attitude should shape our actions.

- I know older folks use Realm lots but I rarely use it and I don't think many of the young adults I teach use it. If it is super helpful for communicating, then maybe we need to offer some Realm classes on Wed night and Sunday morning.
- That's a great question— volunteer engagement and leadership is a delicate balance— maybe an experienced volunteer administrator could help advise on the oversight and coaching of volunteer leaders
- Maybe a quarterly potluck after church (includes the Summer picnic).
- It's doing the best it can.
- Explore shared vision and opportunities
- Obviously, discuss them.
- In establishing strategies and allocating resources (money, people, time, and property) establish questions to ask ourselves that helps us determine how we are doing.
- Not sure other than regular emphasis from the pulpit that visitors are welcome to join the church.
- I think we've handled it very well.
- Keep the conversations & prayers going.
 - Address the elephant(s) in the room: we have to grow as a church in order to self-sustain. And that very well could require change in how we do some things.
- Scale back on promoting a liberal agenda and try to minimize political issues.
- Don't let the budget our programming! BELIEVE THAT GOD WILL GUIDE US AND WILL PROVIDE!
- Gather small groups to engage in faithful disagreement. I am more concerned about our behavior. What we do is so loud I can't hear what we're saying.
- Intentional planning for settings other than established Sunday School classes, beginning with WNAB meals, WNAB classes/learning offerings/activities, after worship coffee and conversation, mid week early morning times for bible studies or reflecting theologically on news, etc. Opportunities many.
- The worldwide denomination as a whole underwent a schism. A similar convulsion may be necessary to understand the movement to classify some people as oppressors does not care about the people groups it claims to represent, but only seeks to replace the church with allegiance to its movement. I was in the radical left in the '70s and I have seen first hand the nature of the end game.
- Encouragement of in-person worship Conversations between SPRC and Pastor
- Listening
- More opportunities to get our diverse groups together, beyond our current framework - for instance, revive the zip code dinners, or start birthday clubs to create groupings that don't current exist.
- Good question. Not easy when so few are in the building together or even talk on the phone.
- Maybe an exchange where every Sunday a few people from the 10:30 service attend GTF and vice versa. The language barrier exists and is sometimes difficult.

- How else? A good old fashioned protestant committee to study the issue and develop a comprehensive plan
- A strategic planning process is a useful tool in answering this for the short term...
- Acknowledgement of difficulties or disconnections, and addressing the lack of involvement of different kinds of people at Belmont.
- I do not think that we do.
- Transparency and communication so folks know the goals and direction of groups and projects.
- I think that question should be analyzed by leadership. That can't be answered in a survey
- Change management
- With this process
- Stronger council
- I think any tensions and disconnections should be addressed with communication, respect, encouraging people to ask for help.
- Get more people involved in leadership
- I think becoming a more accessible worship community takes times, intention and grace. We listen to the spirit, honor traditions but ask "what do our unchurched neighbors need to find their way into this place of grace and love we call home?"
- Hopefully awareness of a need for better communication would help
- Prayerfully? Open discussions that may be dangerous
- Please see comments on questions #5 & #10
- N/A
- 'Bi-partisan' meals, to connect informally with structured discussion. Praying together for God's guidance. Mediation for more serious matters.
- not sure
- More opportunities for networking cross generationally
- Not sure

Other

What else would you like us to know?

- I have a hard time hearing in the sanctuary. While I know many find the building beautiful, it's beauty is lost because the words sound garbled. If we had a bunch of money, I would say the acoustics/the ceiling would need to be different
- Please do not add screens and projectors to the worship service for any reason. While I am not opposed to having alternative music styles, and actually welcome them into worship, I very much am part of BUMC due to the high church feel of signing from a hymn book, having the organ and a choir, seeing clergy and choir in robes, having acolytes and a crucifer, and anticipating the paraments changing throughout the liturgical season. These are very grounding to my faith and understanding of the Christian year as well as what "church" is supposed to look and feel like. I love our traditional high church that occasionally pushes the boundaries but does not seek to abandon the BUMC traditions. We ebb, flow, and adapt along the way. The feeling of "home" when at BUMC is overwhelming no matter how long you've been away.
- Y'all are great!
- I was active at Belmont years ago. Had to change to another UMC church, drifted away. Decided to reengage with Belmont because I liked and respected a number of active members.
- Love the greater variety of music Matthew has brought to us and think Emma B is such a marvelous asset!
- I appreciate the opportunity to share about my experience. I know that change is hard and we need to continue to witness to our faith on the corner of 21st and Acklen encouraging relationships between everyone in our congregation.
- Thank you to the dedicated team working on this plan! It is a big undertaking both in time and in energy and I appreciate it
- We do welcoming so well - now we need to focus on growing and keeping people here and engaged!
- I hope the content of this survey did not disappear. Something happened near the end about a resubmission. There seems to be no way to check whether my content is still here. Also, 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. I'm probably not the only one who worries about security these days.
- Work on making building more accessible
- Once again, I think the biggest improvement to be made is sound reinforcement for 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 hope the committee really studies the ideas members present. And search for new ways of being the church in a new day.
- thank you for reaching out
- Belmont has given me and my family a solid religious foundation for making good decisions and helping others. I think Belmont will continue to serve as a beacon for making this a better place for those of all ages. Thank you for conducting this survey.
- Belmont is a gift to us
- I believe we probably need to spend more time on stewardship. Is it time to pay off the debt and further our mission. Think finances of the church isn't transparent Thanks to the Great Staff!!!!
- I love Paul Purdue, Heather Harris's, and Angie Slade. They represent for me the love of God and neighbor. (I think Matt Webb is going to be added to that list.)
- Thank you for doing this survey and strategic plan.
- Thanks to those taking on this difficult task.
- The ability to understand what is being said in the worship services continues to need improvement.
- Thank you for this effort. Having been involved in the 2013 process and then tried to implement it, I believe that discerning the plan is actually easier than its implementation and would encourage the group to spend as much time on implementation as is spent on the discernment and gathering.
- My wife prays for the staff regularly.
- Are big screens on the list soon?
- I'm keeping the rest to myself
- 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.
- I worship at BUMC. The music is great. The youth program is thriving. There is some missions outreach. Sunday school is really important. We have great teacher in our class. The retirement preparation session was terrific.
- Podcast would be cool
- I am very thankful for all that the staff does for us!!!!
- 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 appreciate that Belmont is asking questions and doing strategic planning. Thank you.
- I believe a church should serve as an open public space, much like a public library. Belmont does not belong to the members. Belmont is God's house. The person who walks in the door for the first time belongs there just as much as those who have been attending Belmont for years. Yes, those of us who have been there a while know where the bathrooms are, can find the elevators, direct people to the community center, tell them when Sunday School meets, etc., but not because it's OUR church. The church belongs to everyone. No one is a "guest" in God's house. It's more like those of us who are active in Belmont ministries are simply tending the library because we love

books, not because we want to own the library. When people come to worship for the first time, they are not our "guests," because that implies that we own the house, that somehow we are "allowing" them to come into "our" house. So I think we need to shift our thinking, that we are glad that they too have discovered this cool place, and since we've been here a bit longer, maybe we can help them find their way around. I do hope this makes sense.... visitors want to find an equal footing "belonging" wise.

- Sometimes I think it's too easy to stay in our own tiny pockets and not learn about members in the larger congregation. I like the idea of getting paired up with a random member once a month or so (via email) to meet outside of church (for those that want to participate). It's an odd idea I know, but we use it at work to get to know each other better, we call it Coffee Connect. ;-)
- Thanks for the assessment.
- Most of us older adults don't like change and I know it's necessary sometimes. I appreciate your efforts to discern priorities for the future. I miss the days when the church was the hub of activities in the community every day of the week.
- Van or bus transportations for seniors would increase worship attendance and more.
- questions here hard and I feel incomplete in some answers. multiple choice more definitive with maybe and box for anything else
- I pray regularly and earnestly for the church and the staff.
- Belmont is very important to me and we have wonderful people and leaders - there is much to do and I am grateful for so many that volunteer countless hours to lead our community in the way of following Christ
- I thank God for Belmont UMC!
- I love Belmont and I think it has great ministry already but potential for even greater reach out into community and world
- Thanks for committing your time for the strategic planning process and for reaching out to members for input.
- If there is any chance of peace on this earth, we need to strengthen our inter-faith outreach to Jewish, Christians and Muslim: the 3 Abrahamic faiths.
- I sincerely hope that Belmont will continue to offer the more traditional worship style that we currently experience and not move to a heavily contemporary worship model.
- I have never liked church services so it's not personal to the ministers. I like Paul and Ken and Heather very much!
- I am so thankful for this church - it has been a foundational part of my life and my family's life. Music is amazing.
- The survey questions were thoughtful and insightful. Thank you to those who are investing time and talent to take us through the discerning process.
- 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.
- Love my church. It has nurtured me for many years and continues to do so.

- Thanks to the group that put this survey together. I acknowledge the time and effort it takes to develop questions that will evoke material to work with in meeting the goal of the survey.
- I really appreciate that you are taking the time to solicit feedback. I love Belmont very much and believe in it; I hope my comments come as constructive criticism and not complaints. I deeply want Belmont to continue to grow and flourish.
- Develop a plan to allow members who wish to purchase a niche in the columbarium a payment plan arrangement in addition to those who can afford to pay a one lump sum payment. Offer a chapel wedding opportunity (for a fee) for couples who are not current members who desire a church wedding environment.
- I love my Sunday school class and appreciate all this class does to guide my spiritual life. 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, that has been our 'tradition in the past' and I'm sorry we've strayed away from it and become more folksy and less dignified and formal!
- Thank you for the opportunity to reflect on these issues/.
- I love being a part of Belmont UMC like no other church I have ever attended. I love the people and the mission.
- prefer that add-on services Sunday morning never compete with SS--shows a lack of value for those who are SS faithfuls. There is always after the 10:30 worship service if special programs are scheduled--also Sunday night or Weds.
- BUMC has great potential to be a strong church, to lead the way in an ailing denomination. Growing financially and in members and internal strength as a body involves investing our resources in the primary task of attending to the whole ministry process, addressing the bottlenecks, shoring up at the places where steps in our ministry process are weak or lacking.
- I want the survey to be taken seriously and attempt made to meet the members' needs and not interpreted to meet staff wishes.
- Belmont is a great church home but we do have to pivot to recognize the profound shift in attendance and support of those under 40 for traditional churching.
- Appreciate all your efforts and reaching out for everyone's input. Thank you!!
- I deeply appreciate this church and in the context of this survey I appreciate the dedication of church leaders and the members of the SPRC.
- It seems that we are afraid to publicly (internally) speak about our attendance, membership numbers, and seemingly negative growth. That makes me wonder if we're being honest with ourselves and calling it like it is. We're getting pretty old in the tooth, myself included. What's going to happen when all us old folks are gone? Where is the new energy that every organization must have for its good health? Perhaps it's there and I just don't know about it. Again, the communication needs...Thank you for reviving this planning process. That in itself is a hopeful sign.

- I strongly believe the church should do something to correct the terrible acoustics and sound system in the main sanctuary. I have heard dozens of people say they cannot understand the preacher or speaker with the current system. I used to be better -- I'm sure there are experts who can advise about this.
- I feel optimistic about this congregation and about the UMC now that we have a path cleared of distraction. I really appreciate the quality of our unique community and do not take for granted that the staff and laity work daily to make that happen. I so wish for the continued growth and health of BUMC and pledge to continue my family's support in the years ahead
- Sound in the 10:30 worship service is inconsistent and erratic. It greatly affects connection to the sermon's message.
- I am pretty bored at Belmont right now but hanging on and hoping for more.
- I appreciate all of the staff. I know it's not simple.
- I do think the maintenance and care of our campus are extremely important. While it is just bricks and mortar, it is critical to our mission. I'm also concerned that in-person attendance has not sufficiently rebounded since Covid. While online worship is important to maintain for those who cannot attend, we lose a great deal by not gathering physically.
- I am so thankful for our clergy, staff, committee leaders, our history that laid a foundation, our community's energies that push or pull us forward. I am so thankful that my family has been supported, positively challenged, nominated, encouraged, and welcomed. I am thankful this strategic plan is being regularly reviewed, to keep it fresh. The pastors, lay leaders, and congregants in Malawi are thankful for our friendship and support. I am thankful to our Sunday School teachers who have taught my daughter more about God, prayer, and mysteries. The Godly Play materials and curriculum are good, if temporarily resting; it would be great to get more teachers trained in it.
- We have to maintain the buildings, they are embarrassing currently.
- thanks for asking
- There's a lot that Kate dropped the ball on and didn't have the energy for and I think we need to assess whether those things need to be reinvested in or not (aka just because she wasn't maintaining certain things doesn't mean they should end)
- Please see comments on questions #5 & #10
- We love Belmont UMC and all that it means to our family!
- I love Belmont and sing its praises when I get the opportunity in the community. I love that our flags supporting gay rights and being welcoming to all is very important to me and my family.
- That I love our staff and all that they do
- I love that Belmont is a place where my Baptist and Catholic family members can come and find elements of worship that are familiar to them.
- Just a word of appreciation for the children's Sunday School teachers--classes have been a very positive experience for our family.
- I hate QR codes--

- We have a good staff in my opinion (other than open children's position.) I think Matt has been a great addition and I am optimistic that Carrie will also be a great addition. We need to Continue to envision ways to use our building in new ways that help us financially and benefit the community. This will be a long term project.
- The love you feel when you enter our church is real.
- Would love some short term theology studies-Examples Borg, Crossain, AJ Levine, Tickle etc
- Belmont is doing a wonderful job in Children's Ministry, Young People's Ministry, Inclusion, and of course Music Ministry.
- More Zoom events for those unable to attend.
- 1. Diversity seems to be our greatest commitment. It is a big word. I think there is only one heaven and it is truly diverse. I can imagine one new occupant not quite yet completely oriented in their new circumstance seeing a former acquaintance and wondering, "How did you get in here?" Go back to my answer in survey item 10. 2. Belmont has hit a home run with our new director of ministry with young people. Submitted by Phil Duke
- Thank you for creating this shortened version. I suggested this just last Sunday to Jeff and perhaps it was already in the works but I really appreciate this concise version. And thank you for getting the young people's ideas last Sunday. When I see my children who are now adults stay strongly connected to the friends they met at church in SS and youth group I know we made the right decision to stay with Belmont. Also, I so appreciate the staff. You see a lot of turnover in 48 years so I can say without a doubt that we have always had and continue to have wonderful, compassionate and loving people who preach, teach, support and maintain the church.
- I do think that the free soup dinners on Wed are a wonderful way to reach out to the community around Belmont and welcome people in.
- I am very happy to be a part of Belmont UMC's church family and outreach ministries around the world.

Weekday School Parents

As you look toward the next 1-3 years for the Belmont Weekday School, please identify the three most important things the Weekday School needs to prioritize. Or asked another way, how should its resources be invested?

- Most important: a leader of the school that is a strong, positive presence for the parents and children, who strengthens the team of teachers, and holds teachers accountable to appropriate standards when parents raise concerns, demonstrates a compassionate listening ear to families, takes action when necessary
- 1) Fun 2) learning 3) long projects for kids like planting flowers or building.
- Continued investment in caring for our teachers and staff, continued resources for Ms Bailey Ms Sheila and the other support programs, counted resources that help teachers with teaching supplies to continue providing exceptional care and education
- Teacher/Staff Development, Room Upgrades (toys, shelving, teacher needs), Security - could be nice to have an app to scan in on phone rather than multiple door codes! We had this at our prior daycare and only designed pick up adults were given access to the app.
- Safety and security, hands on activities / science and faith
- Continued focus on safety of students. Work on developing and compensated teachers in order to retain and attract talent. Better leverage resources, funding and community of the church to help fund the school (e.g. if kids/teachers/family spoke at a church service about the importance of the school, I imagine people from the church would donate to the school).
- I would like to be notified at school of upcoming family and children's events happening at the church. I have sought out activities and invites classmates to them. We commented to each other that other churches that host schools are much more forward in their attempts to invite school families to church . It's been very hands off our whole time at BWDS, almost like it wasn't attached to the church at all.
- Safety
- Learning and educational developmental tools for children, social activities/projects at school, foreign language-Spanish-would love if we had the option to start this as early as possible
- - teacher training - retaining teachers (possibly higher salaries and better benefits) - ensuring toys and learning materials are equal in each classroom (PS2 had a lot less toys and they were older and less organized than other classes we have been in)
- The relationship between the church and school is confusing. There does not appear to be much overlap (very few parishioners send their kids to school there and very few families attend church there). With that said, it's my understanding that the church plays a large part in decision making at the school. If this is the case, the church and its leadership should be more present at the school to understand the actual priorities and needs of the families when making decisions. This survey is a good start but there needs to be more than this. In its current state, parents should

have more of a say in decisions at the school and the church should have less of a voice. Parents should be able to weigh in on how resources are spent (teacher raises, safety/security and other facility needs). If the church does want to have as large of a voice/decision making power, they should bring more to the table (financially support upgrades to the spaces the school uses (the little gym, playground, teacher's break room, etc.)). I believe the school is a major asset to the church but does not get resourced as such.

- 1. Safety/security, 2. Continuing to hire and retain such high caliber educators and staff, and facility upgrades
- 1) more infant daycare spots — having a waiting list of 100+ shows there's large demand and shortage that could be met if capacity were to expand to accommodate more than 8-12 infant children in a given year. 2) more involvement between UMC and parents, thus providing opportunities for feedback / director oversight 3) for tuition, allow parents to opt into before care, and/or after care, versus making them pay for both even if it's not utilized (most other programs allow you to opt into whichever program is needed versus paying for it all unnecessarily)
- Retention of quality staff, training/curriculum for staff (Pyramid Model, etc.), safety/security measures
- - increase pay for the teachers - invest in upgrades to playground and equipment - increase diversity by offering scholarships to those in the area who need childcare but can't afford it
- 1) paying teachers more so there is less turnover and they have a living wage 2) paying teachers more 3) did I mention paying teachers?
- Safety & Additional Monetary Support for Teachers, I honestly cannot think of a third thing 😊
- I think this school is absolutely amazing! The three things that are most important to us are safety, resources in classrooms that are quality learning tools (books, art supplies, sciences, etc) and outside sources (like when the animals are brought in or the science guy comes - so amazing!)
- #1-Teacher/staff retention #2-diversify child enrichment/activities (maybe a small garden to place pots to grow flowers/tomatoes/etc #3- scholarships for families in need
- We would like to see the director develop better relationships with the parents and children. Communication feels sparse and rarely feels warm or genuine. Often times information regarding important dates and times are sent very late with little notice. When violations have happened she seems to have left teachers to have to communicate on her behalf and during pick up and drop off was unavailable with the office door closed. We had to find out about highly sensitive important information weeks after the fact and were left to wonder if our children were safe. We would like to see staff pay increase. If our tuition goes up 8% we hope this could provide the staff with a significant pay increase. Consistent teachers are vital to child development and this may help with the high rate of staff turn over. We would like to see more updated teaching and care giving strategies. Often times some practices seem outdated.
- 1) Supplies for classrooms 2) Higher pay for teachers 3) Renovations
- Safety, Caring for teachers, music and arts

- Increased pay for teachers, which may help with the turnover rate in new people, and more accountability from administrators to be proactive when it comes to issues, and concerns.
- 1) Continued safety measures. 2) That this question be asked of all the weekday teachers & admin. 3) Sun protection for teachers & children on playgrounds.
- School safety, teacher training (refresher courses on whatever they think they'd like to know/need help with), and materials needed by teachers
- 1) Retaining the amazing teachers 2) Kitchen or meal plan offering would be amazing 3) Training to reduce some of the recent infractions

What do you see as areas for growth or improvement?

- See previous question - leadership
- Haven't been around long enough. Maybe some form of lunch provided. But that seems complicated.
- Feel less connected to the church now that we don't go through back door and see the church banners/bulletins
- Staff training - more for new teachers.
- More transparency around how decisions are made and the role of the Church in school decisions. Greater transparency around teacher development and evaluation. Greater transparency, particularly in the lower grades, around classroom activities, feedback on child development, incident reporting, etc.
- I would like all the kids in class to know about and be invited to sing in the kids choir and to be invited to vacation bible school. I sought these out and invited classmates to join us. I don't think that worship service and Sunday school will be big attractions, but the choir and the summer most definitely.
- Would just love to see a foreign language offered early if possible
- Administration could demonstrate a bit more empathy when there are big changes or things that are hard. When teachers left and classroom have inconsistent care, administration should've let parents know they understood the ramifications on the kids and also explained plans for addressing those.
- Less teacher turnover by more investment in the teachers - higher wages and more support. BWDS is a lot less expensive than similar schools. Raising the cost would allow for higher paid teachers, which improves the quality of the teachers. Ensure that what is expected of teachers is happening through more oversight, especially for new teachers. There are a lot of veteran teachers that are amazing but they all work in the same classrooms, leaving all new teachers together and not having direct access to role models to shadow. Don't break up the veteran teachers, just make sure the new ones know what they are doing!
- I wish the tie with UMC was greater, and more involved in the school. It is unclear to what extent there is an affiliation and how far it reaches, so would like to better understand the synergy that

exists between the church and school. The school seems strategically separate and distinct from the church, but we would value the experience more if it was more church affiliated.

- - More transparency around issues happening in our kids' classroom. Especially when teachers are fired or let go. - more communication around staff changes and why decisions are made.
- Both school and church leadership has been slow to respond to issues at the school in the last 6 months. The uptick in violations that have happened is alarming, clearly there are problems with staff and classroom oversight that will not work itself out and there needs to be a more hands on approach. This is a tough job- a ton of respect for the teachers and admin. Parents should not have to talk to admin several times about the same issue. Communication should be proactive. Feels like we talked a lot about the issues happening but not much had changed.
- I feel that there needs to be a dedicated greeter at the school entrance to ensure only students and their caregivers can enter. The security codes are an excellent start, but there needs to be someone out there as well for maximum impact.
- I am truly so happy with our experience. I feel beyond safe having my child at the school. I tell everyone that is looking for school just how wonderful it is here!
- See notes regarding resource allocation
- Communication from the admin team, experience in the weekday school leadership.
- Child safety
- More support when there are issues regarding the weekday school.
- Would like to understand where excess money earned by Weekday School tuition is spent.
- See previous answers

What else would you like us to know?

- I'm not religious and never will be. I don't want it to really be brought into the classroom. I don't think it has, so things are fine.
- We have really enjoyed our experience at BWDS! Our teachers have been lovely and our kids are growing and learning in a great environment.
- We have enjoyed the extra curriculums offered - soccer, Kiddo Kinetics, Tippy Toes, but suggest that these are offered outside of school hours as additional activities. It would be nice to gain another 30-60 minutes of childcare and not have to pay additional money for time that they would be in the classroom anyway.
- I didn't know anything about any other preschools in town until recently. I visited another one called the Children's Place and they teach phonics and writing and mathematics. I would like BWDS to be more academic and school preparatory focused
- We specifically chose Belmont weekday bc we were interested in a preschool without any religious instruction. We appreciate and prefer that is kept out of the curriculum.
- It would be nice to have an option for the younger classes (2s or 3s) to have kids attend school from 9-12 M-F instead of 9-3 (M,W,F or T/Th).

- I wish we had opportunity to evaluate our experience in the classroom every year, and teacher performance (from the parents perspective). Not all teachers offer the same attentive care, and it would be helpful if we could provide survey feedback when child transitions classes, which would in turn be shared with administration of the school and church leadership to evaluate their employees and see what's working and where movements can be made.
- We love the social and emotion learning program. The support that our kids have gotten through learning about emotions and personal safety has greatly improved the school and is a huge draw for BWDS . We would love to see more diversity in the school that reflects the diversity of Nashville. Care of our children is the most important thing- so we are grateful for the care given!!
- I am very happy with the UMC congregation and the Weekday School and am glad they are able to operate fairly independently of one another. Involving any sort of religious curriculum at the Weekday School would make me rethink our child's enrollment at the school.
- You all do such an amazing job and I love how inclusive the school and church are. My husband and I grew up catholic and have not been religious for awhile but I absolutely love all my interactions with Pastor Paul and others. I feel that the kindness and love for one another is very evident and that transpires into the school community as well and we really appreciate this. Thank you!
- Thank you for allowing our children to use your facilities and your effort in maintaining an open line of communication
- We feel the situation that happened in the preschool 2 classroom was handled terribly last year. This needs serious improvement
- We really love the Weekday School, and we've had a great experience from Day One

Weekday School Staff

Would you be interested in learning more about Belmont United Methodist Church?

If so, please provide name and contact information, and recognize that answers will no longer be confidential.

No answers

What else would you like us to know?

I am thankful to be a part of the Belmont Weekday School community.

I am happy to be here and have loved meeting everyone

It would be important to know why we are taking this survey.