

**A Strategic Plan for  
Revitalizing the Bethel Hill  
United Methodist Church  
Congregation**



**June 10, 2009  
Updated: April, 2012**

# **Bethel Hill Revitalization Program**

## **Background**

In January of 2008, Bethel Hill leadership initiated a revitalization program of our church processes, programs, and congregation. The intent of this program was to revisit the full spectrum of our church life including; what we do, how we do it, and who we are as a congregation. The Rev. José “Ricky” Ayala was hired as the process facilitator. Throughout the winter and spring of 2008, numerous members of the church met to participate in Rev. Ayala’s workshops.

Near the end of the process, many concrete changes were identified by the working groups. The changes were categorized into seven strategic action arenas: Undefined Roles, Overworked Leaders, Fragmented Congregation, Program Needs, Spiritual Needs, Discouraged Members, and Financial Needs. Two additional strategic arenas were added in 2011; Property Utilization and Long Term Planning.

A compilation of reports generated by Rev. Ayala and the working groups during this process are captured in the Appendices of this document.

## **Purpose**

This document summarizes the action items identified by these strategic action arenas necessary to achieve the desired changes. A revitalization of our congregation can only happen when all members are included in the process. The purpose of this document is to capture all these action items and communicate them to the entire congregation. It is hoped that each member of our congregation will find at least one idea within this document that sparks an interest and that they join in the process of change by contributing to the many efforts needed to implement these action items.

## **Implementation Action Items**

Church Council will manage this program and oversee the implementation of all action items identified in this report. Each item will be assigned to a committee or individual and will be tracked to completion. Once completed, Church Council will continue to assess the effectiveness of each item and make adjustments as needed.

In April of 2011, this plan was updated and reviewed by Church Council. This document contains actions and decisions made during that meeting regarding this plan. In April of 2012, this plan was further updated with work done by the Long Term Planning Committee.

# STRATEGIC ACTION ARENA ONE:

## UNDEFINED ROLES

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### 1a) Refine Pastor's Role

The "Undefined Roles" subgroup of the strategic planning committee established in February 2008 sought to better define the Pastor's Role at Bethel Hill. The group started by reviewing several pastoral job descriptions that had been accumulating over the years at Bethel Hill. The Eastern PA conference office was also contacted for information in regards to pastoral job descriptions.

The subgroup then took the components they felt to be important for ministry at Bethel Hill. This resulted in an updated job description that was submitted and approved by the SPRC committee in March 2008. SPRC utilized this document in developing interview questions for use when meeting with the pastoral candidate presented by the conference.

Both the job description and the interview questions utilized are located in the SPRC 2008 files. **This action item is Complete.**

### 1b) Develop New Member Class

Define the role of a BH member and help remind current membership of commitments made.

A plan is in place for the current prospective new members. A letter has been sent to recent visitors inviting them to indicate if they are interest in joining the church, would like more information, or not ready to make this commitment at this time.

Those indicating an interest in joining or learning more will be offered the following process:

1. Lay Leader will give prospective members a tour of the entire church facilities – it would be important to explain some of the ministries that take place in each room. As of 2011, Lay Leader has been performing these tours with prospective members.
2. Initial meeting led by Pastor John– prospective members would complete new member forms and be given a packet with information about Bethel Hill UMC including history, current ministries, Leadership roles and team members, map of campus, list of Administrative Council, pamphlet on how new members can find their place. Possibly also include Spiritual Gifts inventory as another tool. Packet prepared by Evangelism Ministry team This packet still does not exist as of 2011. Spiritual Gift inventory is not used.
3. Follow-up meeting lead by Pastor John for the purpose of mechanics of joining the church – ritual, details of what is expected (privileges and

responsibilities) with membership. As of 2011, Pastor has been holding these follow-up meetings.

4. Membership and Nurture (See 6b) would be responsible for finding Fellowship Friends (sponsors, Friends in Faith, etc.) and provide training for Fellowship Friends, opportunities for welcoming and integrating new members into the church fellowship. This ministry team would also follow-up with Fellowship Friends to make certain the relationship continues and is working. Fellowship Friend program has still not been implemented.

5. New members will be encouraged to participate in the Methodist History Day at Bethel Hill and the Time Traveler at Historic St. George's to understand our United Methodist Heritage. History Day at Bethel Hill was a one time event. Church is planning a John Wesley Heritage Month in May 2012.

This process will be evaluated and refined as needed. Each quarter a similar process will again be initiated inviting all visitors to consider joining Bethel Hill UMC

## **STRATEGIC ACTION ARENA TWO: OVERWORKED LEADERS**

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### **2a) Change meeting format to Quarterly Meeting Committee Night**

Preliminary planning and work was done by sub-groups from the PSP workshops and by the COM. The Administrative Board passed a motion in June 2008 to change to a quarterly meeting format. The first Committee Night was held in September 2008. All Program committees meet followed by a meeting of chairpersons. Minor changes in times are being tried in 2009 in an attempt to make the meetings as efficient and productive as possible. Complete guidelines for Quarterly Meetings are available. **This action item is Complete.** Need to evaluate effectiveness of this format.

### **2b) Change Administrative Board/ COM structure to Church Council**

Discussions concerning the pros and cons of changing the Board structure were held by the Administrative Board during 2008. During the December 2008 Administrative Board meeting, motions were passed to dissolve the COM and the Administrative Board effective December 31, 2008. The membership of the new Church Council was discussed and passed. The first Church Council meeting was held on February 18, 2009. During this meeting three additional members were approved. Complete guideline for the Church Council format is available in the December 2008, Administrative Board minutes. **This action item is Complete.**

### **2c) Implement Chairperson Term limits and Vice-Chair positions**

Ongoing discussions are occurring concerning this action item. Chairpersons are encouraged to discuss this with their committees in their March Quarterly meetings. The advantages of mentoring new leaders and rotating leadership are acknowledged by most. The challenge is to encourage different people to step into these new leadership opportunities. This will be an ongoing focus as we move through 2009. Some committees are still having trouble finding volunteers for leadership positions.

### **2d) Create Full Time Youth Ministry Position**

As our membership continues to grow, the number of youth involved in various ministries has steadily increased. Currently our staff positions of Youth Ministry and Program Catalyst are combined in a part time position. The next step is to make this combined position a full time position. When our financial position will support it, the following step will be the split of this combined position into a full time Youth Ministry leader and a part time Assistant Pastor. No change. No plans to drive expansion.

## **STRATEGIC ACTION ARENA THREE: FRAGMENTED CONGREGATION**

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### **3a) Better Connect Entire Membership Across all Worship Times**

#### **i) Open Invitation to Committee Meetings**

In an effort to make everyone in the congregation more aware of committee activities, and to encourage involvement by more members of the congregation, this action item will develop a process to make everyone aware of committee activities and encourage people to attend meetings even if they are not formal members of the committees. This item includes communicating the actions and decisions of Church Council. Very little progress has been made on this action item.

#### **ii) Review Nominating Committee Procedures to Increase Congregational Involvement**

A small group of people, the Nominating Committee, is charged with soliciting members of the congregation to fill all the open positions within the Church's committees. A more open process may make members of the congregation aware of the needed support, and may promote the participation of individuals not well known by members of the Nominating Committee. Very little progress has been made on this action item.

### **3b) Expand Adult Sunday School Options**

Bethel Hill Commission on Education is exploring the expansion of adult Sunday school to include a discussion group that will be conducted in short-term sessions (4 or 6 weeks at a time) beginning in September. Our hope is that this will be an attractive alternative to those who are looking for diversity in their Christian growth. As a start, we will offer an adult study/discussion group from 11 a.m. to noon on the four Sundays of Vacation Bible School in the summer of 2009 (6/14, 6/21, 6/28, 7/5). This will be led by Pastor John. Details and additional information will follow in the spring. This was a one time offering. No other progress has been made on this action item.

### **3c) Hold Coffee Hour Weekly**

A coffee hour is held monthly between the end of the 9:30 service and the start of the 11:00 service to provide an opportunity for members attending those services to socialize and interact. This action item is to hold this coffee hour each week instead of only once per month. **This action item is Complete.**

### **3d) Add More Social Opportunities**

Additional social functions may help to strengthen relationships of members that routinely attend different church services. Some programs have been offered such

as Family Fun Night and Pot Luck Dinners. Future offerings include Family Fun Fair on April 30th and an International Evening in the Fall. This action has been completed with the formation of the Fellowship Committee.

## **STRATEGIC ACTION ARENA FOUR:**

### **PROGRAM NEEDS**

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#### **4a) Develop a purpose driven program overview (i.e., how does each program fit into the overall purpose of our church)**

'Hear, O Israel, the Lord our God, the Lord is one. Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.' (NIV, Mark 12:28-30)

Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father, the Son and the Holy Spirit, teaching them to observe all that I have commanded you, and lo, I am with you always, to the close of the age. (Mathew 28:19)

These scriptures are the basis for forming the over-all purpose of Bethel Hill UMC. Every ministry, mission and activity of the church must be in line with this purpose. This is an ongoing process which will be guided by the Church Council and developed by the various ministry teams that meet quarterly under the direction of the Church Council. An ongoing evaluation and assessment is a vital part of the process. This was never formalized and no progress has been made on this action item. As one potential action, each standing committee should add Devotion to the start of each meeting agenda to ensure a Christian focus for all church activities. Membership should be encouraged to lead devotions instead of leaving the devotion to the chairperson.

#### **4b) Night of Praise**

Design a program (perhaps 3 times a year) to invite congregation and community to gather to Praise God through music, worship, prayer and fellowship. No progress has been made on this action item.

#### **4c) Program Fairs**

Plan a quarterly program fair to celebrate the current ministries, educate the congregation to the opportunities and provide a means for them to volunteer to support the mission of the church. Bethelpoolooza was held in 2010 but no routine quarterly fairs are held.

#### **4d) Hold Community Bridge Events**

Community bridge events are events of interest to individuals and families in the community that may not regularly attend any church. The purpose of such events is to introduce those individuals and families to our church in a non-church environment with the hope that they will find something of interest here that may



give them cause to return and some day begin worshiping with us. A few bridge events have been held but very few community members have attended.

#### **4e) Bethel Match.com**

Match.com was born out of simple idea....a board would be placed in a location or online for easy access and viewing for all members. A member would post their name and contact information , I love to run and am looking for a running buddy on Saturday mornings anyone interested? This way maybe you meet someone new or start again. The Match board could be time, talents, interests. Another example is looking to babysit swap once a month anyone interested? How great to find a familiar face, a friend among the pews, and grow our family of God. No progress has been made on this action item.

#### **4f) Self Help Groups**

These groups, seminars and workshops would be open to the public, other churches as well as the Bethel Hill Congregation. Some examples are:

- Divorce Recovery
- Grief
- Parenting your Parents
- Estate planning
- MOPS (Mothers of Preschoolers)
- Parenting
- Career Changes

No self help groups have been formed but a grief seminar is planned for Spring 2011. A Grief Seminar was held and that group continues to meet.

#### **4g) Improve Availability of Sunday Worship to Shut-ins via Recordings**

We have already begun to make audio recordings of our services. This idea is to seek ways to improve the recording process including the possibility of video recordings. Along with the improved recordings, we also want to pursue better ways of making the recordings available to our membership and others. No progress has been made on this action item.

## **STRATEGIC ACTION ARENA FIVE:**

### **SPIRITUAL NEEDS**

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**5a) Increase Scripture Use in Worship** Very little progress has been made on this action item. Item needs better definition and objectives.

**5b) National Day of Prayer** We have celebrated National Day of Prayer but congregation's response was minimal.

#### **5c) Create New Group to Address Spiritual Growth**

Pastor John is in the process of building an intergenerational work team to develop a plan for continuing spiritual growth of members of Bethel Hill. A Spiritual Development Team has been formed and is meeting regularly. This team however does not appear to have a clear charter from Church Council and is currently not represented. We did add the Spiritual Development chair as a member of Church Council.

#### **5d) Fully Endorse and Participate in Eastern Pennsylvania Conference High Potential Church Program**

Bethel Hill has been designated as a High Potential Church by our conference. We have also been designated as a Mentoring Church by our district. With these designations come the responsibility to share our successes and help other churches within our district and conference. We have done little to help other churches within our district and conference. Lay Speaker Ministry Team is planning to offer training to members of nearby churches but this has not yet been accomplished. In 2012 the program was expanded to other churches and we have at least one member from another church participating.

In addition to the above listed items, beginning in 2011 the Pastor has performed a special Healing Service on the third Tuesday of each month. To date, attendance has been light but those that have attended have provided positive feedback. In 2012, attendance at the services has been increasing.

## **STRATEGIC ACTION ARENA SIX: DISCOURAGED MEMBERS**

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### **6a) Train Committee Chairpersons in Effective Meeting Management**

Feedback from many discouraged church members included the issue of ineffective committee meetings. Often, committee meetings are unstructured and tend to run over their announced meeting time. Currently church leadership is not providing committee chairs with tools to make meetings more effective and time efficient. Church Leadership did attend a full day retreat at Innabah in December 2010. Action items from that retreat include the review and assessment of this plan. We still need to train our chairpersons and develop effective meeting models. As a result of that review we reassessed this plan. However training for chairpersons is still needed.

### **6b) Reinstate New Member Mentoring program – Fellowship Friends/Sponsors**

#### **i) Establish Membership Care and Nurture Ministry Team**

The care and nurture of current members and the welcoming and assimilation of prospective and new members is vital to the growth of the church. The purpose of the Membership Care and Nurture Ministry Team is 1). to care for and nurture the present members of the congregation and 2), to welcome and integrate new members into the community of faith in the areas of worship, faith formation, participation and leadership in the mission and ministry of the church, fellowship and development of relationships. **This action item is Complete.**

The Membership Care and Nurture Ministry team may

- Be responsible to the Evangelism Ministry Team

- Invite, train and assign current active members to be Fellowship Friends to new members

- Evaluate transition of new members into active membership and encourage Fellowship Friends in building an ongoing relationship

- Provide social opportunities for New Members to build relationships with current members

- Keep in close communication with the Membership Secretary

- Work with the Fellowship Ministry Team and Hospitality Ministry Team to encourage opportunities for Social interaction.

Provide on-going communication at a variety of levels with the congregation, particularly new and prospective members.

Work closely with the Pastor and the Program Catalyst to assess needs of the congregation with a major focus upon the needs of New Members.

**ii) Establish an “Adopt a Shut-in Ministry”**

- 1) Draw up list of people who are home-bound and potential members who would benefit from receiving this ministry
- 2) Gather information (i.e. Birthday, Hobbies, Likes/Dislikes, Interests)  
This would be via a personal interview with responses being recorded on a form
- 3) Present this ministry to the congregation and sign up for informational meeting, training and process
- 4) Hold Meeting to explain program
- 5) Introduce “Shut-in” with the “Friend” **This action item is Complete.**

**6c) Address and Aid Spiritual Growth of Congregation by Implementing a Spiritual Growth Program** Very little progress has been made on this action item however the Spiritual Development Team is currently working on this item.

**i) Develop an Overall Spiritual Growth Program and Introduce to Congregation**

An overall program is needed to chart the spiritual development for members of the congregation. This program will guide members from the initial formation of their faith through increasing levels of spirituality. Members are free to follow this program at their own pace. Members will progress from personal knowledge to witnessing to mission type activities. This program will utilize many existing programs within our conference. Additional programs will be developed that are needed to fulfill the needs of the congregation.

**ii) Create On-going Encouragement of Personal Spiritual Growth**

A process will be developed where the team formed in Action Item 5c will be able to encourage all members of the congregation to grow in their spirituality through use of the program identified in Action Item 6c i above.

**iii) Develop New Member Class (See Action Item 1b)**

This phase of the program will be developed to provide members with basic knowledge of the United Methodist Church and expectations of membership in our congregation.

**iv) Organize Spiritual Development Classes**

The next phase of the program will provide members with enhanced biblical knowledge. This will be accomplished through:

- (1) Small Group Bible Studies (*Need to be developed*)

(2) Disciple Bible Study Program (*Existing Program, Need Trained Leaders*)

**v) Incorporate Ministerial Development Classes**

(1) Christ Servant Ministry Course

This is an existing Conference Program. Members completing this ten hour course are recognized as Local Church Servants.

(2) Advanced Christ Servant Ministry Course

After completion of the Basic Christ Servant Ministry Course, members may continue by completing at least ten additional hours of existing Conference Program advanced training in one of three areas; Lay Speaking, Church Leadership, or Care Giving. Members completing this program are recognized as Christ Servant Ministers. Additional training is available in this program. Members who are selected for this program and complete this additional training are recognized as Certified Lay Ministers.

(3) Start and Promote Lay Speakers' Ministry Team

For those members of our congregation that are interested in witnessing through the proclamation of messages during church services, a Lay Speaker's Ministry Team will be formed. This team will support each other in the growth and development of skills necessary to develop and deliver sermons. **This action item is Complete.**

(4) Lay Witness Mission

The Lay Witness Mission is an existing program of the UMC General Board of Discipleship that creates a strategy for evangelism that encourages laypersons to share their faith journeys with others. It encourages the formation of small groups that are vital to the ongoing ministry in a local church. It also uses a model for reaching out to friends, neighbors, relatives, and colleagues and for inviting them into homes for fellowship and discussion. It engages the congregation in prayer ministries that become a vital part of the life of the church.

**vi) Identify or Develop Mission Development Classes**

Classes and learning opportunities need to be identified or developed to assist members in fulfilling local and global mission leadership roles.

**6d) Provide Opportunities for Leadership Development**

Offer short-term continuing education classes on The Mission and Ministry of the United Methodist Church and encourage leadership to attend District and Conference wide events

Evangelism,  
Stewardship,  
Missions and Outreach,  
Social Justice,  
Faith Formation and Christian Education

Several training opportunities have been attended such as Laity Retreat, Adam Hamilton Workshops, Stewardship Seminars, and Alpha Leadership Training but the attendance has been by only a few individuals.

**6e) Increase the Understanding and Commitment of Membership – for current members and for potential new members.**

Offer short-term continuing education classes such as: Methodist Heritage, Spiritual Disciplines, Doctrine, History, Basic Fundamentals of the Christian Faith, The Beliefs and the Social Principles of the United Methodist Church: Very little progress has been made on this action item.

# STRATEGIC ACTION ARENA SEVEN:

## STEWARDSHIP

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### **7a) Provide Monthly Financial Updates to Congregation**

Provide updates of budget status in church bulletins. Update should provide basic spending and collection status plus show overall status. **This action item is Complete.**

### **7b) Communicate Volunteer Opportunities**

Create a document detailing missions and ministries (This has been initiated by Tim Stokes as a part of Stewardship and will need to be updated and kept current).

Includes:

Mission or purpose statement

Person to contact

Action strategies

Hold Mission and Ministry Fair – see 4 c) above

Consider a visuals such as “The Helping Hands Tree”

Stewardship Committee is currently developing Web Page to promote opportunities. Evangelism has published a tri-fold listing the various activities of the church. This tri-fold should be evaluated against this action item to determine if we are accomplishing this goal.

### **7c) Perform Member Talent & Interest Survey**

Request each member complete a Talent and Interest Survey (Tim Stokes and Stewardship has designed a form). Utilize computer program in church office to record this information so that it is a usable document. Stewardship participated in Bethelpoolza and carried out a survey of attendees looking for attitudes on giving, participation, etc. Results of survey turned out to be not that meaningful. Vast majority of people that turned out were ones that are already involved with the church. Essentially got answers "from the choir".

### **7d) Promote Automatic Payment Options for Giving**

Members can establish regular, on-going automatic payments to the church through their banks and other bill paying services. Promote this idea to establish a more regular and reliable source of giving. To date, only 10 giving units are participating in this program.

### **7e) Financial Pamphlet on Gifting**

The Finance Committee will discuss/assess the need and timing of developing a pamphlet that will inform the congregation of various ways to give tax deductible donations to Bethel Hill. Based on information presented in the 2009 seminar, Stewardship put together a pamphlet detailing a subset of the opportunities that BHUMC would be interested in promoting. These were distributed to the congregation.



## **STRATEGIC ACTION ARENA EIGHT: PROPERTY UTILIZATION**

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### **8a) Narthex Function and Organization**

**Continuing to reorganize the Narthex to function as a cry room for children during service. Further redesigns of the Narthex will be addressed by the Campus Planning Committee.**

### **8b) Additional Storage Areas in All Buildings**

**New cabinetry has been installed in the basement and a new closet storage area has been added in a classroom off the Marilyn Kocher hallway.**

### **8c) Improving Visitor First Impressions**

**New sign in front of the church has been installed.**

## **STRATEGIC ACTION ARENA NINE: LONG TERM PLANNING**

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### **9a) Long Term Plan for Cox Property**

In March 2012, Church Council voted to suspend further financial investments in the property other than to maintain it as a safe living environment. Trustees were also directed to convert the lease to a month to month at the end of the current lease. Church Council has directed the Church Campus Development Committee to investigate options available for use of the property with an eye toward future campus expansion.

### **9b) Narthex/Office Expansion**

This item is being included in the scope of the Campus Development Committee.

### **9c) Financial Goals and Plans**

**Church Council at the recommendation of the Long Term Planning Committee has directed finance and stewardship to create a new financial model to support the overall goals of the Long Term Planning Committee.**

#### **9d) Future Building Plans**

**Church Council created a Campus Development Committee to propose new facilities and arrangements to the campus to support the following goals of the Long Term Planning Committee:**

- i) Expand Music Program
- ii) More Social/Fellowship Activities
- iii) Develop Roles for Youth and Young Adults
- iv) Increase Worship Attendance
- v) Develop Community Outreach Outgoing
- vi) Develop Community Outreach Incoming
- vii) Service Project in lieu of Sunday Service
- viii) Non-Sunday Worship Option
- ix) Spiritual Development Plan
- x) Develop Campus Plan
- xi) Transportation Plan
- xii) Enhance Use of Technology
- xiii) Communications/Public Relations

### **9e) Grow Youth and Young Adult Programs**

- i.) Young Mentors Program
- ii.) Develop Youth Leadership
- iii.) Create Chaperone in training
- iv.) Involve young adults in Mission trips

- v.) Promote church camp advisor positions
- vi.) Maintain ties with post High School Youth (Membership Care?)
- vii.) Holiday social activities for college students

# Volunteer Form

I would like to participate in the development and implementation of the following Strategic Arena Action Items:

√	Item #	Action Item Description
	<b>3b</b>	Lead New Short Term Adult Sunday School Options
	<b>3d</b>	Organize or Develop New Social Opportunities
	<b>4b</b>	Organize or Implement Night of Praise to invite congregation and community to gather to Praise God through music, worship, prayer and fellowship
	<b>4c</b>	Organize or Implement Program Fairs to celebrate the current ministries, educate the congregation about available opportunities and provide a means for them to volunteer to support the mission of the church
	<b>4d</b>	Organize or Implement Community Bridge Events which are events of interest to individuals and families in the community that may not regularly attend any church. The purpose of such events is to introduce those individuals and families to our church in a non-church environment with the hope that they will find something of interest here that may give them cause to return and some day begin worshipping with us.
	<b>4e</b>	Organize Bethel Match.com: A board would be placed in a location or online for easy access and viewing for all members. A member would post their name and contact information; I love to run and am looking for a running buddy on Saturday mornings anyone interested? This way maybe you meet someone new or start again.
	<b>4f</b>	Participate in Self Help (Support) Groups Type of Group Needed:
	<b>4g</b>	Contribute A/V or IT skills to improve our ability to communicate with Shut-ins, visitors, community via Recordings, Web Cast, etc
	<b>6a</b>	Train Committee Chairpersons in Effective Meeting Management
	<b>6b i</b>	Participate on Committee for Membership Care and Nurturing
	<b>6c iv</b>	Develop and Organize Spiritual Development Classes
	<b>6c iv</b>	Lead Small Group Bible Studies
	<b>6c iv</b>	Lead Disciple Bible Study Program
	<b>6d</b>	Identify Opportunities for Leadership Development
	<b>Other</b>	

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Name

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Phone #

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Email Address

# Appendices

- A. Assignment of Plan Action Items to Committees
- B. Participatory Strategic Planning Workshop: Development of a Church-wide Strategic Plan for Strengthening and Implementing Ministries
- C. Practical Vision Workshop
- D. Underlying Contradictions Workshop
- E. Strategic Directions
- F. One Year Goals
- G. 90 Day Implementation Steps Worksheet: Establish Structured Member Development Program
- H. 90 Day Implementation Steps Worksheet: Change Meeting Format
- I. Bethel Hill 2026 Vision Document

## Assignment of Plan Action Items to Committees

On June 10, 2009, Church Council reviewed the action items contained within this plan and assigned each unfinished item to the following committees:

### Membership Care and Nurturing

Action Item	Description
3d	<del>Add More Social Opportunities</del> – Complete
4c	Program Fairs
4e	Bethel Match.com
4f	Self Help Groups
4g	Improve Availability of Sunday Worship to Shut-ins via Recordings
6bii	<del>Establish an “Adopt a Shut-in Ministry”</del> : Complete
6ciii	Develop New Member Class (Jointly with Evangelism)
7b	Communicate Volunteer Opportunities

### Christian Education

Action Item	Description
3b	Expand Adult Sunday School Options
5c	<del>Create New Group to Address Spiritual Growth</del> : Complete
6e	Increase the Understanding and Commitment of Membership – for current members and for potential new members.

### Spiritual Development

Action Item	Description
6ci	Develop an Overall Spiritual Growth Program and Introduce to Congregation
6cii	Create On-going Encouragement of Personal Spiritual Growth
6civ	Organize Spiritual Development Classes
6cv	Incorporate Ministerial Development Classes
6cvi	Identify or Develop Mission Development Classes
6e	Increase the Understanding and Commitment of Membership – for current members and for potential new members.
9dix	Spiritual Development Plan

## Evangelism

Action Item	Description
4d	<b>Hold Community Bridge Events</b>
1b	<b>Develop New Member Class (Jointly with Membership Care and Nurturing)</b>
9dv	<b>Increase worship attendance</b>
9dvi	<b>Develop community outreach programs - outgoing</b>
9dxiii	<b>Enhance communications with community</b>

## Staff/Pastor/Parish Relations

Action Item	Description
2d	<b>Create Full Time Youth Ministry Position</b>

## Stewardship

Action Item	Description
7c	<b>Perform Member Talent &amp; Interest Survey</b>
9c	<b>Create a new financial model to support Long Term Planning</b>

## Finance

Action Item	Description
7d	<b>Promote Automatic Payment Options for Giving</b>
7e	<b>Financial Pamphlet on Gifting</b>
9c	<b>Create a new financial model to support Long Term Planning</b>

## Worship

Action Item	Description
4b	<b>Night of Praise</b>
5a	<b>Increase Scripture Use in Worship</b>
5b	<b>National Day of Prayer</b>
9di	<b>Expand music program</b>
9dviii	<b>Service project in lieu of Sunday Service</b>
9dix	<b>Non-Sunday Worship Option</b>

## Church Council

Action Item	Description
2c	<b>Implement Chairperson Term limits and Vice-Chair positions</b>
3ai	<b>Open Invitation to Committee Meetings</b>
3aii	<b>Review Nominating Committee Procedures to Increase Congregational Involvement</b>
4a	<b>Develop a purpose driven program overview (i.e., how does each program fit into the overall purpose of our church)</b>
5d	<b>Fully Endorse and Participate in Eastern Pennsylvania Conference High Potential Church Program</b>
6a	<b>Train Committee Chairpersons in Effective Meeting Management</b>
6d	<b>Provide Opportunities for Leadership Development</b>
9	<b>All Long Term Plans</b>

## Trustees

Action Item	Description
8	<b>All Property Utilization Items</b>
9dxi	<b>Transportation plan</b>
9dxii	<b>Enhance use of technology</b>

## Fellowship Committee

Action Item	Description
9diii	<b>Plan Social and Fellowship Activities</b>

## Program Catalyst

Action Item	Description
9div	<b>Develop roles for Youth and Young Adults</b>
9ei	<b>Young Mentors Program</b>
9eii	<b>Develop Youth Leadership</b>
9eiii	<b>Create Chaperone in Training</b>
9eiv	<b>Involve young adults in missions trips</b>
9ev	<b>Promote church camp advisor positions</b>
9evi	<b>Maintain ties with post High School Youth</b>
9evii	<b>Holiday social activities for college students</b>



## **Campus Development Committee**

<b>Action Item</b>	<b>Description</b>
<b>9dx</b>	<b>Develop Campus Plan</b>

### **Missions**

<b>Action Item</b>	<b>Description</b>
<b>9dvi</b>	<b>Develop community outreach programs - outgoing</b>
<b>9dvii</b>	<b>Develop community outreach programs - incoming</b>
<b>9dviii</b>	<b>Service project in lieu of Sunday Service</b>

# Participatory Strategic Planning Workshop

## Bethel Hill United Methodist Church

### Focus for Planning Workshop: Development of a Church-wide Strategic Plan for Strengthening and Implementing Ministries

<b>STRATEGIC DIRECTIONS</b> What innovative, substantial actions can we take to deal with our underlying contradictions and move us towards our vision? <i>pages 5 &amp; 6</i>	<b>UNDERLYING CONTRADICTIONS:</b> What is blocking us from moving toward our Vision? <i>Page 4</i>	<b>PRACTICAL VISION</b> What do we want to see in place 1 year from now as a result of our efforts? <i>Pages 2 &amp; 3</i>
<div style="text-align: center; padding: 10px;">Enriching the Spirit</div>	<ul style="list-style-type: none"> <li>➤ Fragmented Congregation</li> <li>➤ Reluctant to Change</li> <li>➤ Program Needs</li> <li>➤ Discouraged Members</li> <li>➤ Financial Needs</li> <li>➤ Spiritual Needs</li> <li>➤ Undefined Roles</li> <li>➤ Overworked Leaders</li> </ul>	<ul style="list-style-type: none"> <li>➤ Pastor/Laity Relationship (Respect)</li> <li>➤ Develop Members</li> <li>➤ Community Outreach</li> <li>➤ Improve Communication</li> <li>➤ Unified Church</li> <li>➤ Financial Planning</li> <li>➤ Spiritual Development</li> <li>➤ Involving and Nurturing Youth</li> </ul>
<div style="text-align: center; padding: 10px;">Engaging Congregation</div>		
<div style="text-align: center; padding: 10px;">Strengthening Church Family</div>		
<div style="text-align: center; padding: 10px;">Assessing &amp; Developing Effective Programs</div>		
<div style="text-align: center; padding: 10px;">Sharing God's Gifts</div>		

**Participatory Strategic Planning Workshops  
Bethel Hill United Methodist Church**

**Practical Vision Workshop: What do we want to see in place in 1 year as a result of our actions?**

<b>Pastor/Laity Relationship (Respect)</b>	<b>Develop Members</b>	<b>Community Outreach</b>	<b>Improve Communication</b>	<b>Unified Church</b>	<b>Financial Planning</b>	<b>Spiritual Development</b>	<b>Involving and Nurturing Youth</b>
Reverse the Pyramid	Membership Development Process	Collaborate with Ministerium	Better Communication to our Congregation	Conflict Resolution	Improve Church Funding	Annual Scripture Theme	Opportunities to attract & keep children & youth involved
Clergy Reinforce laity	Involvement by Non-Participating Members	Special Programs (1 time) Day/Night	Clear communication of church goals and activities	Come together as a unified church	How are we going to use Cox Property in Near Future?	Focus on our needs	Improve Adult Sunday School
Clergy Participation	Integrate new members via a clear process		Familiarize congregation with church programs (events)	Accept Change		Member Nurturing	Provide frequently rotating topics to attract more people
Pastor & Congregation work together	Welcome back MIA members		Change in Meeting Format	Unite 3 services		Update Ministries (clean/add)	Programs & Activities to build the Young Adult active population

Unity with New Pastor	Growing Membership			Combined Church			Young Families
Provide better Pastoral resources	Internal Evangelism			Resolve issue of how many services are in best interest of B.H.			Attract Youth & Young Adults
							Growth Program for Youth Fellowship
	Leadership Development						Greater Youth Presence
							Attract More Families
							Growing Youth Program
							New Faces Young Faces
							Grow Sunday School

## Underlying Contradictions Workshop: What is blocking us from moving toward our vision?

Discouraged Members	Program Needs	Financial Needs	Spiritual Needs	Undefined Roles	Fragmented Congregations	Overworked Leaders	Reluctant to Change
Weakened Energy	Don't have innovative programs	Special purpose giving gets focus / General giving taken for granted	Neglected Spiritual Needs	We disagree on Pastor's Role	Too Many focus areas (Uncoordinated)	Leaders not afforded support	Protecting Individual Agendas
			Neglected Spiritual Growth		Extra Services disjoint congreg.		
Inertia	Neglected Activities that unify the church	Inadequate Facilities	We are not focused on Spirituality	Unclear role of Pastor	People fail to read communications	Leadership stretched too thin	There's no respect given to other's ideas / actions
People discouraged by no affirmation / Only communicate the negative	No Plan to support new members	People do not feel financially responsible to the church	Inflexible Worship	We disagree on the meaning of membership	Congregation is fragmented – not a unity of vision	Overlapping roles for people	We like things at our own comfort level
			Weakened God focus		Multiple Schools fragmented		Reluctance to try new Avenues
					Fragmented Congregation		
Sporadic Enthusiasm	No Publicity for Coffee Hour		Neglected Prayer life		Uncoordinated efforts		Won't think Out-of-the-box
Sporadic General Attendance	Too Much overlap between programs		Low Priority given to spiritual growth (children/youth)		We are not marching to the same drummer		Uncomfortable reaching out
					Reluctant to hold each other accountable		New Pastor doesn't share our vision
<b>← Heal the Wounds →</b>							

## STRATEGIC DIRECTIONS

**What innovative, substantial actions can we take to deal with our underlying contradictions and move us toward our vision?**

<i>Strategic Action Arenas</i>		<i>Strategic Directions</i>
<b>Team Members:</b> Dawn Jim B. Karen C.	<b>Overworked leaders</b> <ul style="list-style-type: none"> <li>➤ Full-time Youth Ministry</li> <li>➤ Organizational Change</li> <li>➤ Assistant Pastor</li> <li>➤ Practice the teaching of Jesus on our church relationships</li> <li>➤ Limit terms on roles</li> <li>➤ Reorganization of meeting schedule</li> <li>➤ Change to Administrative Council Format</li> </ul>	<b>Engaging Congregation</b>
<b>Team Members:</b> Joyce B. Ruth B. Janet S. Karen D. Joe P. Jane W.	<b>Fragmented Congregation</b> <ul style="list-style-type: none"> <li>➤ One Service despite consequences</li> <li>➤ No Church during Sunday School</li> <li>➤ Eliminate 9:30 Church Service</li> <li>➤ Remove overlap between church service &amp; Sunday School</li> <li>➤ Open invitation to church members to attend church committee meetings</li> <li>➤ Review nominating committee procedures to increase congregational involvement</li> <li>➤ Re-evaluate format of services</li> </ul>	<b>Strengthening Church Family</b>
<b>Team Members:</b> Bonnie H. Elaine S. Wayne and Sherrill A. Earle	<b>Spiritual Needs</b> <ul style="list-style-type: none"> <li>➤ Spiritual Revival</li> <li>➤ Becoming a Bible Based Congregation</li> <li>➤ Make a New group to address spiritual growth</li> <li>➤ Start Christ Servant Ministry</li> </ul>	<b>Enriching the Spirit</b>
<b>Team Members:</b> Mim Mike & Janet K. Tom H. Heather S. Eileen Karen M.	<b>Program Needs</b> <ul style="list-style-type: none"> <li>➤ Plan Innovative Programs</li> <li>➤ Determine goals &amp; rationalize (justify) programs to match</li> <li>➤ Offer more choices for spiritual instruction</li> <li>➤ Volunteers needed to lead groups</li> <li>➤ Bible Study and Prayer Groups</li> <li>➤ Provide Self-help groups</li> <li>➤ Reinstate activities that bring Congregation together</li> <li>➤ Additional Social Opportunities</li> </ul>	<b>Assessing &amp; Developing Effective Programs</b>

<p><b>Team Members:</b>  Stan D.  Tim S.  Linda D.  A. Thomas  Ken B.</p>	<p><b>Financial Needs</b>  ➤ Accept Credit Card Payments  ➤ Stewardship Recognized to a church-wide effort</p>	<p><b>Sharing God's Gifts</b></p>
<p><b>Team Members:</b>  Alan S.  Les B.  Evelyn W.</p>	<p><b>Undefined Roles</b>  ➤ Define role of Pastor &amp; Members  ➤ SPPR begin to define role of Pastor</p>	<p><b>Strengthening Church Family</b></p>
<p><b>Team Members:</b>  Eva</p>	<p><b>Reluctant to Change</b>  ➤ People need to be open minded  ➤ Active Listening</p>	<p><i>Part of</i>  <b>Strengthening Church Family</b></p>
<p><b>Team Members:</b>  Tom T.  Kelli D.  Bob W.</p>	<p><b>Discouraged Members</b>  ➤ Design &amp; Implement Membership Development Process  ➤ New Member Orientation &amp; Development  ➤ Positive Focus  ➤ New Member Mentoring  ➤ Why are members discouraged?</p>	<p><b>Strengthening Church Family</b></p>
<p><b>← Heal the Wounds →</b></p>		

# 90 Day Implementation Steps Worksheet

Strategic Direction:		Accomplishment Title (What):	
<b>Discouraged Members</b>		<b>Establish Structured Member Development Program</b>	
<b>Intent:</b>		<b>Start Date:</b>	<b>End Date:</b>
Develop a "Stairway to Heaven" process for all members to follow at their choosing to further develop their faith.		July 7, 2008	November 21, 2008
Implementation Steps	Who	When	Where
<p><b>1. Develop Initial Member Class:</b> Class taken before a person joins our church. For members transferring from another UMC, we could allow them to take class within a certain period of time. We propose that all current members of BHUMC also take this class spread out over a period of time. This is a BHUMC Specific Class. Outcome from this step would be individuals prepared to join our congregation as active, serving members.</p> <p>Class size: 4-20            Class duration: Short (3-5 Meetings)            Class Content: Input from Pastor                Expectations of Membership                BH History                BH Purpose and Mission</p>	Tom, New Pastor, Church Historian, Janet	August 4-29, 2008	Home and Office
<p><b>2. Organize Spiritual Development Classes:</b> Class taken by members to mature in their faith. We will utilize classes taught at BH but UMC materials. Outcome from this step would be members more mature in their faith. We would hope that Sunday School teachers and Bible Study Leaders would aim to achieve at least this level.</p> <p>Small Group Bible Studies            Disciple            Disciple II</p> <p>Class size: 6-10            Class duration: Long (35 Meetings)</p>	Tom,	July 7-18, 2008	Home and Office





# 90 Day Implementation Steps Worksheet

Strategic Direction:		Accomplishment Title (What):	
<b>Strengthening Church Family</b>		<b>Change Meeting Format</b>	
Intent:		Start Date:	End Date:
<b>Reduce Meetings and make a more productive planning cycle</b>			
Implementation Steps	Who	When	Where
1. Decide Meeting format August (plan Sep/Oct) October (plan Nov/Dec/Jan) January (plan Feb/Mar/Apr) April (plan May/June/July/Aug) Meeting dates correspond with timely information to Sept/Nov/Feb/May Bugles Evaluate each section of COM to see if this meeting format would work  2. Present and gain endorsement from Administrative Board  3. Implement the meeting format A. All COM and Trustees meet Begin with potluck fellowship meal (35 minutes) B. COM chair overviews upcoming calendar events with accessible church calendar (large whiteboard) (10 minutes) C. Committees break out to work with opportunity to team up with other groups for relevant projects or get information from other groups on the spot (55 min) Groups would keep annual goal/focus in mind when planning reoccurring or new programs D. Committees reconvene for COM meeting to overview what they are GOING to do facilitated with meeting coaches (20 min) E. Collect, prepare and publish effective meeting management materials  4. Decide Short-term goal/focus (1 year) and related scripture reference(s) for church (i.e., increase current membership participation, or grow the 18 and under active participation)  5. Decide if fiscal and calendar years would need to be altered to accommodate changes (August-July year) A. Committee commitment changes to include chair appointment in May to work concurrently with outgoing chair May-July B. Incoming chairs officially begin August C. Nominations would work in March/April to have committees set for beginning of May		May 2008 COM meeting  June 2008  August 2008 first joint meeting  August 2008 first joint meeting  October 2008	COM Meeting  Ad Board Meeting  Meeting Night  Meeting Night
	Finance		

<p>D. Leadership retreat appropriate for June/July for transfer of information and setting goals for August meeting</p> <p>6. Decide how budget will be affected or altered for this process</p> <p>7. Implement Technology for Non-facing Meetings</p> <p>A. Purchase, install and test Gold Chat Room software</p> <p>B. Select a pilot church committee to test technology effectiveness and evaluate</p> <p>C. Make a schedule of use of Chat technology</p>		June 2008	
<p><b>Team Members</b></p> <p>Pam Culp Kelli Durling Janet Kopistansky Tom Tomlinson Bob Whiteside</p>	<p><b>Collaborators</b></p>	<p><b>Evaluation Measures</b></p> <p>Evaluate general effectiveness of meeting format changes in August 2009 COM meeting</p> <p>Number of participants in Chat meetings</p> <p>Percentage of meetings held on schedule</p> <p>Number of meetings</p>	<p><b>Budget</b></p> <p>\$300 (software, potluck dinner needs, retreat costs, paper)</p>

# *Vision*

## *Bethel Hill 2026*

- † 400-500 Weekly Church Attendance
- † 50-100 Weekly Youth Group Attendance
- † New Financial Model to Support Campus Development Plan
  - † New Facilities
  - † New Worship Options
- † Expanded Missions/Evangelism Capabilities
  - Bring Community On-Campus
  - Going Out into Community
- † More Social/Fellowship Activities
- † More Spiritual Enrichment Programs
  - † Enhanced Use of Technology
- † Expanded Youth and Young Adult Programs

ID	Task Name	Duration	Financial Impact	'12					Mar 4, '12					Mar 11, '12					Mar 18, '12												
				W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
1	<b>Create New Financial Model</b>	15 days?	\$150.00																												
2	Revise budget preparation and monitoring awareness	5 days	\$0.00																												
3	Publish costs	2 days	\$0.00																												
4	Publish Giving	2 days	\$0.00																												
5	Publish monthly financial update to congregation	1 day?	\$0.00																												
6	Match Budget and Giving without deficit	5 days	\$0.00																												
7	Consider outside sources for income	0 days	\$0.00	◆ 3/1																											
8	Consider outside funding for building	0 days	\$0.00	◆ 3/1																											
9	Youth Ministry Staffing Plan	0 days	\$0.00	◆ 3/1																											
10	Minister Staffing Plan	0 days	\$0.00	◆ 3/1																											
11	<b>More Social / Fellowship Activities</b>	0 days	\$150.00	◆ 3/1																											
12	Create Social Committee to build activities	0 days	\$0.00	◆ 3/1																											
13	Covered Dish	0 days	\$0.00	◆ 3/1																											
14	Pot luck dinners	0 days	\$0.00	◆ 3/1																											
15	Program Fairs	0 days	\$0.00	◆ 3/1																											
16	Bethel Match.com	0 days	\$0.00	◆ 3/1																											
17	Self help groups	0 days	\$0.00	◆ 3/1																											
18	Family Game Night	0 days	\$0.00	◆ 3/1																											
19	<b>Spiritual Development Plan</b>	0 days	\$150.00	◆ 3/1																											
20	Develop overall Spiritual Growth program	0 days	\$0.00	◆ 3/1																											
21	Create on-going Encouragement of personal growth	0 days	\$0.00	◆ 3/1																											
22	Organize Spiritual Development Classes	0 days	\$0.00	◆ 3/1																											
23	Incorporate Ministerial Development classes	0 days	\$0.00	◆ 3/1																											
24	Develop Mission Development classes	0 days	\$0.00	◆ 3/1																											
25	Increase the understanding and commitment of membership	0 days	\$0.00	◆ 3/1																											
26	<b>Develop Roles for Youth &amp; Young Adults</b>	0 days	\$150.00	◆ 3/1																											
27	Young Mentor Program	0 days	\$0.00	◆ 3/1																											
28	Develop Youth Leadership in various committees	0 days	\$0.00	◆ 3/1																											

Project: Long Range Plan Date: Fri 2/10/12	Critical		Baseline		Project Summary	
	Critical Split		Baseline Split		External Tasks	
	Critical Progress		Baseline Milestone		External Milestone	
	Task		Milestone		Deadline	
	Split		Summary Progress			
	Task Progress		Summary			

ID	Task Name	Duration	Financial Impact	'12			Mar 4, '12					Mar 11, '12					Mar 18, '12										
				W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F
29	Create Chaperone in training program	0 days	\$0.00	◆																							
30	Involve young adults in mission trips	0 days	\$0.00	◆																							
31	Promote Church Camp advisor position for youth	0 days	\$0.00	◆																							
32	Holiday social activity for college students	0 days	\$0.00	◆																							
33	Maintain ties with post high school youth	0 days	\$0.00	◆																							
34	Include youth in Church services	0 days	\$0.00	◆																							
35	<b>Expand Music Program</b>	<b>0 days</b>	<b>\$1,500.00</b>																								
36	Youth Choir	0 days	\$0.00	◆																							
37	Contemporary	0 days	\$0.00	◆																							
38	<b>Increase Worship Attendance</b>	<b>0 days</b>	<b>\$5,000.00</b>	◆																							
39	Plan to increase church attendance to 400-500	0 days	\$0.00	◆																							
40	Plan to increase Youth program to 50-100	0 days	\$0.00	◆																							
41	<b>Develop Community Outreach - Outgoing</b>	<b>0 days</b>	<b>\$1,500.00</b>	◆																							
42	Vacation Bible School	0 days	\$0.00	◆																							
43	Neighborhood Picnic	0 days	\$0.00	◆																							
44	<b>Develop Community Outreach - Incoming</b>	<b>0 days</b>	<b>\$1,500.00</b>	◆																							
45	Girl Scouts	0 days	\$0.00	◆																							
46	Boy Scouts	0 days	\$0.00	◆																							
47	Day Care / After School Care	0 days	\$0.00	◆																							
48	AA meetings	0 days	\$0.00	◆																							
49	Special Workshops	0 days	\$0.00	◆																							
50	<b>Service Project in lieu of Sunday Service</b>	<b>0 days</b>	<b>\$1,500.00</b>																								
51	Community Service project	0 days	\$0.00	◆																							
52	<b>Non-Sunday Worship Option</b>	<b>0 days</b>	<b>\$1,500.00</b>	◆																							
53	Worship service on Wednesday Night	0 days	\$0.00	◆																							
54	<b>Develop Campus Plan</b>	<b>0 days</b>	<b>\$5,000,000.00</b>	◆																							
55	<b>Provide direction by CC on use of Cox property for Trustees</b>	<b>0 days</b>	<b>\$0.00</b>	◆																							
103	<b>Transportation Plan</b>	<b>0 days</b>	<b>\$20,000.00</b>	◆																							

Project: Long Range Plan Date: Fri 2/10/12	Critical		Baseline		Project Summary	
	Critical Split		Baseline Split		External Tasks	
	Critical Progress		Baseline Milestone		External Milestone	
	Task		Milestone		Deadline	
	Split		Summary Progress			
	Task Progress		Summary			

ID	Task Name	Duration	Financial Impact	'12			Mar 4, '12					Mar 11, '12					Mar 18, '12									
				W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T
104	Obtain Bus / Van for Church use	0 days	\$0.00	◆			3/1																			
105	<b>Enhance use of Technology</b>	<b>0 days</b>	<b>\$5,000.00</b>	◆			3/1																			
106	Computer Lab	0 days	\$0.00	◆			3/1																			
107	Audio / Visual improvements	0 days	\$0.00	◆			3/1																			
108	<b>Communications Improvements</b>	<b>0 days</b>	<b>\$1,500.00</b>	◆			3/1																			
109	Create public relations group	0 days	\$0.00	◆			3/1																			
110	Write articles for Bugle	0 days	\$0.00	◆			3/1																			
111	Write publications for news papers	0 days	\$0.00	◆			3/1																			

Project: Long Range Plan Date: Fri 2/10/12	Critical		Baseline		Project Summary	
	Critical Split		Baseline Split		External Tasks	
	Critical Progress		Baseline Milestone		External Milestone	
	Task		Milestone		Deadline	
	Split		Summary Progress			
	Task Progress		Summary			

**Resolutions Submitted to Church Council for Consideration**  
Feb 15, 2012

1. Move to update the current Bethel Hill UMC Revitalization Plan with presented Long Term Planning materials
2. Move to create a Campus Development Committee
3. Move to appoint Chairperson of Campus Development Committee
4. Move to appoint Tom Tomlinson and Mary White as Revitalization Facilitators tasked with meeting with church committees and coordinating efforts to support Revitalization Plan
5. Move to create an announcement/communication of Vision Bethel Hill 2026 for the congregation
6. Move to designate Kelli Durling as lead for developing announcement/communication of Vision Bethel Hill 2026
7. Move to direct Board of Trustees to not invest additional funds into Cox Property and prepare for demolition of the building