

Frankfort First United Methodist Church



Ministry Action Plan 2022-2023

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Introduction

In February 2022, the Church Council formed a Strategic Planning Committee in response to concerns that church attendance and giving had declined during the Coronavirus pandemic. The Committee was charged with identifying our congregation's goals for the immediate future.

Strategic Planning Committee Members

Audrey Gilbert	Jim Jackson	Kathy Moreland	Philip Sturgill
Elly Gilbert	Patricia MacDonald	Ronnie Nolan	Cleland White
Debra Ison	Shelley Mauer	Phillip Shepherd	Jamie Williams
Donna Jackson	Abbie Meyer	Richard Smith	Tom Corum

The Vision and Mission of our Church

The Committee affirms that we are expected *first* to follow Jesus' command to make disciples of all nations. If we focus on what is important, church attendance, membership and giving will naturally recover.

Our Mission Statement is a formal summary of the aims and values of our church. Developed in 2015 during the last strategic planning process, our Mission is to:

Glorify God by connecting people with Jesus Christ through spiritual nourishment and dynamic outreach.

Our church currently does not have a Vision Statement. A Vision Statement looks forward and creates a mental image of the ideal state an organization wants to achieve. It is inspirational, aspirational and should challenge members. As part of the Ministry Action Plan, the Committee is proposing the following Vision Statement that honors our existing Mission Statement and provides a clear inspirational message:

We seek to glorify God, follow Jesus, serve others, and welcome everyone.

The Survey

Our United Methodist heritage is replete with reminders that each congregation is a community where individuals commit to live out Jesus' call to affirm and share God's love with the world. As our members witness for our Lord Jesus, people and communities are transformed. Our United Methodist mission statement speaks of the "witness of the laity" as "the primary evangelistic" means by which God's Spirit brings about true spiritual transformation.

Thus, it was essential to understand the priorities our congregation identified as important. To accomplish this, we developed a congregational survey asking: (1) which church programs should be kept, (2) which ones should be stopped and (3) what new programs should be started. The survey was provided to worship services, Sunday School classes, the United Methodist Men, the United Women in Faith, Bible Study classes, neighborhood groups, parents of children, Youth and Women's Circles.

Eighty-one individual responses were received. Respondents welcomed a return to church services after the long Covid break. They celebrated our many missions, opportunities for worship and study, our children and youth programs, as well as the importance of Sunday School and fellowship. Constructive ideas were offered for improvement of our church as well. Five overarching goals were identified:

- **Growing the Kingdom:** to enhance our community presence and revitalize our church;
- **Spiritual Nourishment and Growth:** to provide additional opportunities for Bible study and Christian education in a variety of formats and throughout each week; to improve attendance at children's Sunday School;
- **Communications, Technology and Media:** to improve internal and external communication and to explore all available options for that communication, including various social media platforms.
- **Financial Stewardship:** to increase giving and financial stewardship, address our mortgage debt, and focus on stewardship education; and
- **Music:** to revive our church legacy of excellence in music.

A Church United

It is a privilege to be a member of the body of Christ. Each of us is eternally indebted to our Savior and our God for His grace and mercy. In His endless generosity, He welcomes us to His table and to His Kingdom having paid for our sins on the cross. As faithful, but yet sinful, members of His church, we are bound by the covenant first to love God and second to love our neighbors.

Jesus answers the question of "who is my neighbor?" with the parable of the good Samaritan, and there can be no question as to His point. We are to love without reservation, in fact with abandon, with no thought of advantage or selfishness, with no concern for nationality or creed. In that spirit, the Strategic Planning Committee evaluated how best to address the questions posed by the denominational split over whether to allow ordination of gay* ministers and the blessing of gay marriages.

The current Book of Discipline for the United Methodist Church forbids these two actions specifically, and as a United Methodist congregation, we are bound by these rules.

The discussion around gay marriage and human sexuality has created tension within the Methodist community across the globe, and resulted in a split between gay affirming congregations and those who hold more traditional values. Last May, a new denomination called the Global Methodist Church sprang forth from those who were unwilling to recognize a broader acceptance of gay members. Several congregations across the globe have already voted to leave the United Methodist Church and join this new denomination. We expect a more formal process related to this issue to be developed at the next General Conference, currently scheduled for 2024.

In the congregational survey completed by members of First Church, our members were focused on growing the Kingdom, spiritual nourishment, formation and growth, as well as doing good in our community. As a church, we said we cared about loving our neighbors and welcoming the community. In that spirit, the Committee accepted the survey results and crafted the Vision Statement to reflect the will of our congregation: We seek to glorify God, follow Jesus, serve others, and welcome everyone.

As a growing, loving, accepting, encouraging, working, and serving Church community we recognize there is diversity of opinions among our membership. In each pew, members worship side by side with those who may have beliefs that are substantially different from their own. We are grateful for this diversity and celebrate the richness it brings to our congregation. We welcome all believers and respect each member's beliefs.

**The use of the word gay is meant to be read as inclusive of the diverse LGBTQ+ community. The LGBTQ+ acronym stands for Lesbian, Gay, Bisexual, Transexual, Questioning, and others unspecified.*

We respect and adhere to the Book of Discipline, which currently prohibits marriage of gay couples by our clergy or in our churches, as well as ordination of gay individuals. However, because we are an inclusive church that values and loves all people equally after the manner of Jesus, we welcome and intend to actively support changes to the Book of Discipline at the next General Conference to ensure that First Church members and all United Methodist Christians will have equal rights of marriage and ordination.

Commitment to Spiritual Nourishment and Growth

In the Gospel of John (15:4-5), Jesus uses the analogy of a vine nourishing the branches to grow bountiful fruit. The key here is that it's in faithful connection to God that we each have the blessing and opportunity to grow toward being true followers of Jesus; toward being fruit bearers for the Kingdom. In this passage Jesus says, "I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit".

Spiritual nourishment allows each of us to advance in our relationship with Jesus and grow toward needed discipleship. Without this nourishment, we simply cannot be the persons Jesus calls us to be.

In depth Bible studies, disciplined prayer journeys, spiritual discernment conversations, and development of spiritual gifts provide ways we can grow and develop into mature Christians. Because of its critical importance, this effort will be Pastor led. Pastor Tom Corum, Rev. Jack Brewer, and Rev. Richard Smith will take primary roles in enabling these soul-enriching opportunities in the future.

The Need for Financial Stewardship

In a called Church Conference on April 17, 2005, our congregation voted to approve the demolition of our former three-story Social Hall and construct the current Wesley Center in its place. The final approved budget was not to exceed \$5 million. The congregation pledged \$1.5 million through April 2006, and the church borrowed the remaining \$3.5 million. Since the dedication of the Wesley Center on August 5, 2007, members have continued to generously pledge their support for the building in additional building campaigns.

Currently, our mortgage debt is \$1.7 million and our monthly mortgage payment is \$17,000 with \$5000 of that paid monthly directly against the principal and \$12,000 paid as a required loan payment. Our loan is with First Federal Bank in Frankfort and our interest rate of 3.5% was refinanced in May 2020 with a 3-year adjustable interest rate (prime -1) until May 2023. If the church continues to pay \$17,000 monthly, our debt will be paid off in nine years (2031).

In the response to our survey, there was eagerness on the part of many members to pay off our loan as soon as possible to free up funds for charitable purposes and to hire additional staff.

In addition to our building debt, giving during Covid declined and has yet to catch up to pre-Covid times. Some of this is due to changes in membership, but there also appears to be less giving in general and perhaps an attitude among our members that tithing is not a priority. Since our Operating Fund provides the money for everyday ministry expenses as well as our outreach, it is clear that our church needs to increase proportional giving.

Our Finance Committee and our Endowment Committee are evaluating whether to initiate a new capital campaign to lower our debt in the next year. They recognize that a capital campaign will require sacrificial giving to accomplish an early pay off of our mortgage. Entering into a debt reduction campaign will have to be carefully evaluated and balanced against the very real need to maintain an operating budget that addresses both our needs and members expectations.

In addition to the goal of paying down our mortgage, the Staff Parish Relations Committee is evaluating our current staffing needs based on Survey responses. They plan to develop a Staff Realignment Plan to address gaps in staffing. This effort will review current staff assignments and whether current staffing levels meet the needs of our church. Once a Staff Realignment Plan is prepared, the Finance Committee will review options for any funding needs that are identified.

For many of our members tithing 10% may be a long-term goal, but we are each encouraged to evaluate whether we can increase our giving incrementally toward the ultimate goal of tithing. We want to grow in generosity as a way to grow our faith. It is easy to think we will be more generous when we have more faith, but oftentimes we grow in faith by becoming more generous.

We urge members to begin prayerfully listening for God's desire for financial stewardship.

The Importance of Personal Commitment

Our church clearly values the many missions we support. In keeping with the Biblical commandment to *make disciples of all nations*, our congregation is ready to offer Christian fellowship to the discouraged and those who are searching for a church home.

In the next year, each member is asked to make a personal commitment and rededicate their efforts to sharing the Good News. As our church rebounds from the Coronavirus pandemic, it will require every member's focus on *growing the Kingdom* to fully recover. In addition, members will need to renew commitments to volunteer in support of church outreach and In-Reach.

The Servant Leader

Corinthians 12:4-6 states "There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work." Members of our congregation generously live their commitment to Jesus by volunteering. During the pandemic, opportunities to volunteer were scaled back, and many devoted Christians got out of the habit of service. If our church is to thrive in the future, each member will need to rediscover their servant heart and selflessly offer their gifts of service to God.

The Methodology for Individual Plans

The 2022-2023 Ministry Action Plan follows the format of the 2015-2018 Strategic Plan and is arranged primarily by familiar Church Council offices (see list of Church Council Offices and officers in Appendix A). Strategic Planning Committee members contacted Church Council officers as well as involved church members to formulate their plans. Each group was provided instructions and assistance. Each ministry was asked to develop a plan of action that would *Grow the Kingdom* and reflect the Mission and Vision Statements of our church. The individual plans follow in alphabetic order by title.

Church Council

Chair: Philip Sturgill

Description of Ministry:

The Church Council operates as the governing body for the church; they guide and further the ministry of the congregation. Headed by a Chair and Vice-Chair, the Church Council meets regularly to hear progress reports from Council officers, make recommendations and approve actions that affect the congregation and church property.

“The Church Council is a group of leaders that guides and furthers the ministry of the congregation. The church council exists to create and supervise the strategic plan for an effective congregation. The church council as a group should reflect the character and population of the congregation. Decisions made by the Council will shape the future and demonstrate for everyone how God’s kingdom comes in the immediate community.”

Goals:

- (1) To provide guidance, make recommendations and approve actions for the church.
- (2) To open and maintain channels of communication between committees to ensure all committees are working together to achieve the goals and vision of the church.
- (3) To evaluate the Church Council organizational structure for streamlining and appropriate use of resources.
- (4) To review existing policies and procedures for FUMC to ensure policies align with the current position of the church. Remove redundancies and “grey” areas. Clearly define policies/procedures of FUMC and roles.

Schedule:

- September 15: In coordination with the congregational approval of the draft September 2022-September 2023 Strategic Plan, propose a reorganization of the Church Council.
- September 26: Church Council Meeting-ask committees during meeting to begin review of policies/procedures pertaining to their committee.
- November 28: Church Council Meeting-review findings and begin work on updating of policies.
- January 23: Church Council Meeting-present updated policies, procedures, and roles for approval.
- March 27: Church Council Meeting.
- May 22: Church Council Meeting.
- July 31: Church Council Meeting.

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Christian Education

Staff Member: Tonya Kenner

Description of Ministry: On our individual faith journeys, we value worship and learning. Christian education nurtures our individual faith and provides for both fellowship and leadership as we transition to mature Christians. Education is critical to sincere faith and to understanding the complexities of God's word. It allows for a deeper understanding than can be gleaned through worship alone. In group settings, it serves as encouragement and fosters growth and commitment to our faith. Our church offers a variety of educational opportunities that include Sunday School for all ages and stages, Bible study classes, small group studies, and informational seminars on Christian topics. Our education ministry offers a variety of programs for children including Vacation Bible School, parent's night out, Children's Church, and Sunday School. Our church employs one staff member whose responsibilities include all aspects of Christian education. In addition, our pastoral staff are committed to providing new opportunities for spiritual nourishment.

- Goals:**
- (1) To encourage discipleship in all ages through Sunday school, Bible study, small groups, etc. and encourage people to nurture their own faith development as well as reaching out to invite others to faith, discipleship and church attendance. Tom Corum, Jack Brewer, and Richard Smith are committed to supporting this.
 - (2) To increase attendance in Sunday school for children, youth and adults by encouraging regular attendance, reaching out to those who have stopped attending and welcoming people to attend. Recruiting and resourcing teachers in all existing classes as well as finding opportunities to offer new classes for adults will be necessary.
 - (3) To continue awareness and support of our Safe Sanctuaries policies through training and procedures, maintaining updated background checks as well, and gathering children/youth leaders to remind them of Safe Sanctuaries as well as Emergency procedures.
 - (4) To encourage intergenerational relationships through intentional gatherings and encouragement through worship and Christian education so that all ages can be a blessing and encouragement to each other. (Examples are continuing our faith friends with confirmation, offering special gatherings such as Advent and Lent, providing outreach/mission projects for all ages to do.)
 - (5) To equip and resource families in the adults' roles as discipleship leaders. This is done through sharing articles, lesson plans, and ideas through a regular email to all our families.
 - (6) To encourage relationship building and life-long learning; to offer opportunities to all ages. Children are invited to seasonal activities, quarterly Kids Night Out and monthly First in Serving Him (4th/5th graders) outreach activities. First Spark Youth are invited to weekly gatherings as well as other events and activities. Fellowship, learning and support are offered to adults through monthly Triple L gatherings (Living Longer

and Loving It for senior adults), monthly Anna's Friends lunches (for widows and widowers), and monthly Parenting Your Parents gatherings.

(7) To develop a Scope and Sequence plan for Christian Education so the whole church can see the discipleship plan. Elements include helping young children feel loved and connect that feeling to the church and to God. Examples of the Scope and Sequence Plan include providing a handmade blanket to each new baby, baptism books to babies and children at the time of baptism; offering events during the church year such as Halloween/All Saints/Advent/Lent/etc. for fellowship and learning; encouraging children and youth to attend church camp in the summer; providing Confirmation Classes with the pastor for 6th graders/middle school with faith friends to encourage continued learning and spiritual growth; encouraging middle school and high school youth and families to be a part of the First Spark Youth; offering short-term and ongoing studies for all ages throughout the year; offering fellowship opportunities and meals for all ages throughout the year and continuing to listen to ideas outside and inside our church for new opportunities for faith development.

Schedule:

Sept. 2022-Sept 2023: Ongoing activities-Sunday School, Kids Night Out, FISH, Triple L, Anna's Friends, Parenting your Parents

September 2022: Safe Sanctuaries refresher

October 2022: Tentative St. John AME Event

November 2022: Advent gatherings/study

December 2022: Advent gatherings/study

January 2023: Tentative Faith Friends/Confirmation Classes

February 2023: Tentative Faith Friends/Confirmation Classes, Lenten study/gatherings

March 2023: Tentative Faith Friends/Confirmation Classes, Lenten study/gatherings

April 2023: Tentative Faith Friends/Confirmation Classes

June/July 2023: Vacation Bible School

Communication, Technology and Media

Staff Member: TBD

Description of Ministry:

Our church depends upon accurate and timely contact with members and the public. Information about worship, Christian education opportunities, and church meetings ensures active participation by our community. Coordinating among church members requires the use of diverse technologies. Storage of information depends upon both paper and electronic files. Inhouse communication requires the use of sound equipment, lighting, and video. External communication depends upon signage, newspapers, and the internet (websites as well as social media).

Currently, church staff prepare bulletins, prayer lists, newsletters and news "blasts" that are distributed both via paper and electronically. Church staff also store files electronically and on paper to maintain a repository of church information. Volunteers set up and operate sound equipment, lighting, cameras, and video technology. Volunteers also update our website, and with church staff, our social media. However, no church staff are explicitly responsible for the church's communication, technology and media strategy.

The church uses a variety of equipment, systems, hardware and software to accomplish tasks. Technology is constantly changing and church resources degrade with time. Technology currently in use by the church requires constant maintenance, upgrades, and replacement. Anticipating necessary upgrades or replacement and prioritizing essential equipment/programs requires both budgeting and planning.

Goals:

- (1) To increase the number of volunteers who operate sound, cameras, lighting and video for the church and ensure proper training for all volunteers.
- (2) To establish an up-to-date internet presence for our church activities that is welcoming to both current members and inviting to the public.
- (3) To update both giving and attendance recordkeeping to make these programs easier and more efficient for members.
- (4) To evaluate current technology at our church for appropriateness, ease of use, cost effectiveness and, if appropriate, upgrades or elimination.
- (5) To establish a central point of contact for all communication, technology and media issues at the staff level.

Schedule:

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| September 11: | Identify the staff person that will be responsible for all issues related to communication, technology, and media that will serve as the point of contact on issues for the church. Introduce them to the church at all services. (SPRC) |
| September 11: | Identify a new Committee on the Church Council for Communication, Technology and Media. Leader: Greg Hardison |

September 26:	Submit report to Church Council reviewing existing software, hardware, and systems in use by the church. The report will identify areas that are adequate, need improvement or streamlining, and recommend priority projects based on need and expense. Coordinate with the Financial Secretary to identify and recommend new ways to encourage new giving technologies. Leader: Lisa Keeter
September 30:	Update church website.
October 2:	Provide a Mission Moment at all services to encourage volunteers to operate sound, lighting, and video equipment. Encourage members to post on social media. Offer community service hours to youth who volunteer and provide clear guidance.
October 28:	Update church website.
November 20:	Update church website.
November 28:	Report to Church Council on opportunities for optimizing electronic giving options and recording attendance at worship services.
December 4:	Update church website to reflect Advent schedule.
December 18:	Update church website to reflect Christmas schedule.
January 6:	Update church website to reflect the new year schedule and include a new page for Outreach Ministries.
January 23:	Staff responsible for communications, technology, and media reports to the Church Council on issues and priorities. Provide procedures for church communications and training, as needed.
January 27:	Update church website.
February 24:	Update church website.
March 17:	Update church website to reflect Lenten schedule.
March 31:	Update church website include Easter schedule (April 9).
April 28:	Update church website.
May 26:	Update church website.
June 30:	Update church website.
July 28:	Update church website.
August 25:	Update church website.

Emergency Management

Chair: Cheryl Meyer

Description of this Ministry: The Emergency Management Committee anticipates, evaluates, and responds to emergencies that affect our church. Emergencies that could affect our church include fires, floods, and weather events. Medical emergencies as well as attacks/threats (i.e., active shooter to physical altercations) are also anticipated and procedurally addressed. This group is comprised of volunteers who endeavor to keep our campus safe.

The first watch/first greeter program has been suspended due to the lack of volunteers and will be re-evaluated at the beginning of next year. This program places a security volunteer outside during services to respond to attacks/threats and to serve as first contact for emergency personnel in an on-site medical emergency.

- Goals:**
- (1) To update/expand the Emergency procedures booklet in each room to current standards and to make sure all staff is up to date with training and is familiar with all emergency procedures and numbers including daycare staff.
 - (2) To bring the AED up to current standards and to make and distribute a first aid kit to each building.
 - (3) To plan a safety day for the fall when we return to Wonderful Wednesdays (or Sunday meals) to provide information and education for our congregation.

- Schedule:**
- September 30: Update the Emergency Procedures booklet and install copies in each room. Confirm staff training is up to date. Provide training to staff, including daycare, on emergency protocols.
 - September 30: Confirm that our AED meets current standards. Place first aid kits in each building.
 - March 2023: Hold a Safety Day to provide the congregation with information/education regarding emergency procedures.

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Endowment

Chair: Emily Powell

Description of this Ministry: The Endowment Committee oversees current endowment funds and assists members with estate planning for church donations as well as administers the church's five scholarships associated with endowment.

- Goals:**
- (1) To co-present estate planning class (with In-Reach & Senior Adults) to members of the congregation who wish to remember our church in their will.
 - (2) To obtain two commitments from members of the congregation to benefit the church in their memorials.
 - (3) To update the scholarship application and process for simplicity.
 - (4) To educate the existing committee including a presentation from the foundation.
 - (5) To manage the scholarships funds and awards for 2023.
 - (6) To explore the use of funds from the Endowment fund to facilitate needed projects moving forward. This will be coordinated with the Finance Committee.

- Schedule:**
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| July-Sept 2022: | Refine scholarship application; have presentation with Foundation to educate committee on responsibilities. |
| Oct-Dec 2022: | Advertise for scholarship applicants; develop estate planning program/class. |
| Jan-March 2023: | Update graphics and reprint estate planning brochure; develop estate planning program/class. |
| April-June 2023: | Award scholarships; hold estate planning class; follow-up with class attendees. |

Finance

Chair: Holly Brunson

Description of Committee: The Finance Committee reviews church finances throughout the year, making recommendations as needed. The Finance Committee oversees the budget process and generates the budget for the upcoming year each October. They seek support through pledges and pledging programs for the upcoming year. The Committee gives approval to budget requests and investment of money on hand for the church's ministries. This committee creates and implements plans for giving from the congregation.

Goals:

- (1) To increase communication about finances and celebrate giving.
- (2) To evaluate opportunities to pay down principal on our mortgage.
- (3) To explore with the Endowment team a Mortgage Pay Down Challenge.
- (4) To evaluate funding, if needed, for the Staff Realignment proposal from the Staff Parish Relations Committee.

Schedule:

June-Dec 2022:	Giving and budget performance will be added to the bulletin each week. Six Financial updates/articles will be added to the newsletter from now until December 2023.
June-Sept 2023:	Pay down the principal on the mortgage balance by an additional \$100,000.00 over the next 18 months. Mortgage payment will include an additional principal payment of at least \$5,000 every month. Large donations designated to the building fund that will be encouraged through our first goal will account for \$10,000 of our total goal. Financial Secretary, Julie Clouse, will give an update at each finance meeting and a graph (that will be developed by the finance chair) will be used to monitor and visualize our progress.
September 2022:	Set meetings with the Permanent Endowment team to work together and to propose a Pay Down Challenge and to develop fundraising ideas that incorporate a donation match program with \$96,000 of endowment funds.
October 2022:	Develop a chart that will be updated every time communications are made regarding the finances of the church. This report will be shared and its progress monitored at every finance meeting and Church Council meeting. Communications about giving to the building fund will be increased in the newsletter if we are not meeting our goal.
January 2023:	Receive training on church finance policies from the Financial Secretary.

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Financial Secretary and Treasurer

Financial Secretary: Julie Clouse

Treasurer: Dave Salyers

Desc. of Financial Secretary: The Financial Secretary provides financial accounting, bookkeeping, banking, payroll administration, tax preparation, and related financial services to the church and the Wesley Center Day School. The financial secretary works with the Finance Chair, Director of the Wesley Center Day School, its treasurers and its committees. This individual prepares the annual church budget for final action by the Church Council as well as all the weekly checks for disbursement.

Description of Treasurer: This individual disburses all funds that have been received into the church treasury in a responsible and organized manner. These funds are identified and bills paid when due. This individual has authority to sign checks for the church. An Assistant Treasurer has authority to sign checks for the church in the absence of the Treasurer.

Goals:

- (1) To pay authorized church bills, maintain appropriate financial records and file financial reports on the financial status of the church.
- (2) To prepare the annual church budget.
- (3) To modernize how the church receives funds (i.e., Venmo) to make giving convenient and easy for tech-savvy members.
- (4) To increase the volunteer staff of "counters."
- (5) To increase financial transparency to the congregation.
- (6) To improve understanding of church financial policies and encourage/ensure compliance with those policies.

Schedule:

September 26:	Work with the Communication, Media, and Technology Committee to prepare a report to the Church Council on recommended ways to encourage giving using new technologies.
September 26:	Work with In-Reach to identify volunteers to help count the offering each week.
October 31:	Prepare the annual church budget.
January 23:	Train Church Council, Finance, and Trustee Committees on church's finance policies.

Fine Arts Ministry

Chair: Phyllis Rogers

Description of the Ministry: The Fine Arts Committee oversees and installs the bimonthly exhibits in Gallery Hall. These exhibits are open to the public. The Committee also plans receptions for the artists exhibiting in Gallery Hall. They meet twice a year in person to set the six-month gallery schedule.

Goals:

- (1) To provide meaningful art exhibits in Gallery Hall.
- (2) To increase membership on the Fine Arts Committee and to encourage volunteer support for gallery exhibits.
- (3) To increase public awareness of exhibits at the Art Gallery and serve as ambassadors to welcome the local community to our church.

Schedule:

September 1:	Prepare a newsletter article and a Mission Moment about the Fine Arts Committee and encouraging volunteers. Work with Youth leaders to encourage youth to help with Gallery exhibit installations.
October 1:	October/November - Photography or mixed media exhibit and artist's reception, State Journal article, newsletter article, bulletin note and/or Mission Moment announcing the exhibit.
October 1 to November 25:	Photography exhibition
November 2022:	Coordinate with Outreach to use Gallery Hall for a Missions Fair.
December 5 to January 1:	Creche Displays
January/February:	Exhibit TBD
March/April:	Exhibit TBD
May/June:	Exhibit TBD
July/August:	Exhibit TBD
September/October:	Exhibit TBD

In-Reach Committee

Chair: Debbie Ison

Description of the Ministry: The In-Reach Committee's goal is to care for congregant needs such as visiting shut-ins, small home maintenance tasks, transportation assistance, and social events. In this way, we are following God's command to love our neighbors as ourselves.

Ministries of the In-Reach Committee:

- **Angels with Toolbelts** - minor home maintenance assistance.
- **Anna's Friends** - members of this group are widows and widowers in fellowship with one another through shared meals and outings.
- **Bible Studies** - home based, ZOOM, and in-person opportunities.
- **Educational Programs** - Sunday evening or Wednesday evening opportunities for learning for all ages.
- **Hospitality Committee** - This group provides oversight of receptions following funeral services and other special events held on-site.
- **Stephen Ministry** - special assignments by our pastor for trained lay ministers to walk alongside those with special needs such as bereavement, caregiving, divorce, and other crises. (This program is currently on hold until our new pastor can take the training to become a trainer.)
- **Timothy Team** - visiting shut-ins and the sick.
- **Transportation Ministry** - includes bus transportation for Sunday services and car transport to appointments, errands, etc.
- **Triple L** - a social ministry to provide group activities and learning experiences to our elder congregants.

Goals:

- (1) To provide three educational opportunities each year.
- (2) To establish new opportunities for Bible Study.
- (3) To re-establish the Stephen Ministry program.
- (4) To provide emotional and physical support for congregants in need.
- (5) To continue Angels with Toolbelts and Transportation Ministry programs by recruiting new volunteers in these areas.
- (6) To conduct a health fair with the assistance of health care individuals in our church.
- (7) To request four Mission Moments at church services per year to update the congregation on the work of the In-reach Committee.

Schedule:

Fall 2022:	Begin new Bible studies.
	Obtain training for Pastor Corum as Stephen Minister trainer.
	Provide a mission moment in October at all services.
	Recruit and provide training for individuals interested in the Angels with Toolbelts and Transportation ministries.
	Conduct an evening program: topic TBD.

- Winter '22/'23: Re-establish the Stephen Ministry program and provide training for new lay ministers.
- Provide a mission moment in February at all services.
- Conduct an evening program: topic TBD.
- Spring 2023: Hold a Health Fair: date TBD.
- Provide a mission moment in May at all services.
- Sept. 2022-Sept. 2023: Coordinate volunteers for ongoing missions to meet congregant needs:
- Transportation Ministry
 - Angels with Toolbelts
 - Visitation Team
 - Triple L
 - Hospitality Team
 - Bible Studies

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Lay Leadership and Nominations Committee

Chair: Pastor Tom Corum

Description of the Ministry: The charge of this committee is to identify, develop, deploy, evaluate, and monitor Christian spiritual leadership for the local congregation. In conducting its work, the committee shall engage in biblical and theological reflections on the mission of the church, the primary task, and ministries of the local church. It shall provide a means of identifying the spiritual gifts and abilities of the membership. The committee shall work with the Church Council, or alternative administrative bodies, to determine the diverse ministry tasks of the congregation and the skills needed for leadership.

The committee on nominations and leadership development shall serve throughout the year to guide the Church Council, or alternative structure, on matters regarding the leadership (other than employed staff) of the congregation so as to focus on mission and ministry as the context for service; guide the development and training of spiritual leaders; recruit, nurture, and support spiritual leaders; and assist the Church Council, or alternative structure, in assessing the changing leadership needs.

The committee shall recommend to the charge conference, at its annual session, the names of people to serve as officers and leaders of designated ministries of the Church Council, or alternative administrative body required for the work of the church and as the law of the church requires or as the charge conference deems necessary to its work.

This committee is to be composed of not more than nine persons, in addition to the pastor and the lay leader. At least one young adult elected by the charge conference shall serve as a member of the committee. The pastor shall be the chairperson. Currently, there are eight active members of this team.

Goals:

- (1) To identify and recommend Church members to serve as officers and leaders of designated ministries of the Church Council.
- (2) To develop a Spiritual Gifts Survey by August 1, 2022 and administer the survey to ascertain congregational interest and skills. The committee will provide a ministry moment to publicize the survey.
- (3) To develop training for new committee members and conduct officer training in January of each year, inviting each member of each team to participate. Training will include an overview of committee expectations and opportunities to identify a chairperson of each team. Training will include team building activities for each team.
- (4) To implement an ongoing Recognition and Appreciation Program for officers and leaders.
- (5) To prepare a ministry moment during Sunday service: Recognize newly appointed members; recognize currently serving members; and recognize members who are transitioning out of leadership.
- (6) To continue personalized outreach to members identified above with handwritten notes to members who are transitioning out of leadership in December each year;

handwritten notes to currently serving members during May of each year; and handwritten notes to chairpersons during July of each year.

(7) To explore creation of a “Graceful Exits” program and research process for allowing “graceful exits” from committees for members who can no longer serve.

Schedule:

Sept-Oct 2022:	Identify and recommend church members to serve on committees.
December 2022:	Send handwritten notes to members who are transitioning off committees.
January 2023:	Conduct Officer Training Program. Provide a ministry moment to recognize Committee Members, including those who transitioned off.
March 2023:	Adopt a “graceful exit” strategy.
May 2023:	Send handwritten notes to currently serving members of Church Committees.
July 2023:	Send handwritten notes to the chairperson of each committee.
Sept-Oct 2023:	Identify and recommend church members to serve on committees.

Library/Archives/History Ministry

Chair: Gayle Alvis

Description of Ministry: Our church has been witnessing for Christ in Frankfort since 1821. We value our history and maintain archives of church documents as well as a small Christian library. Church documents available for review include newsletters, meeting minutes, etc. In addition, baptism and marriage records are maintained that date from the 1800's. The church library is located in the Todd House and offers a variety of Christian books that can be loaned to members. A separate library of Sunday School books (multiple copies) is located in the Averill House.

Goals:

- (1) To safeguard historic church materials and maintain a Christian library for church members.
- (2) To modernize storage of historic documents, transfer appropriate materials to electronic media and evaluate what physical items should be maintained.
- (3) To supplement historic church records with oral histories of current members.

Schedule:

September 30:	Complete evaluation of paper documents for transfer to electronic files.
September 30:	Contact the Kentucky Historical Society for advice on developing oral histories. Work with In-Reach to identify volunteers to conduct oral history surveys.
October 24:	Conduct training for volunteers to lead oral history interviews. Identify a list of 5 church members to interview.
November 14:	Begin oral history interviews.
January 2023:	Work with the Lay Leadership Nominations team to appoint a new Librarian, Historian, Archivist for the church.
January 2023:	Work with volunteers to identify the first group of documents to transfer to electronic media. Work with the church administrative assistant/secretary to convert paper documents to electronic files.
January 2023:	Work with volunteers to evaluate the Church library for current resources and remove books that are no longer of value.

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Music

Music and Worship Director: Josh Golden

Contemporary Music Director: Christopher Powell

Description of the Ministry: Worship is the center of Christian life and spirituality. The role of Music Ministry is to support the minister and aid the congregation by giving meaning to the message through music and other fine arts, including participation by the congregation. The aim of the Music Ministry is to vitalize worship every Sunday. Our church has two Music Ministry leadership positions: A full time Director of Music and Worship, and a part time Director of Contemporary Music. We offer two distinctly different services to reach individuals whose hearts respond to diverse worship styles.

Traditional Worship Service – Our Traditional Worship Service uses an ordered, liturgical flow with more time of contemplation. Volunteers from the congregation serve during traditional worship as:

- Acolytes
- Liturgists
- Ushers
- Technical Team
- Altar Guild
- Communion
- Chancel Choir
- Handbells

Contemporary Worship Service (Good News at 9) – Our Good News at Nine Worship Service is interactive and dynamic, providing more active engagement by the congregation. Volunteers from the congregation serve as:

- Praise Team musicians
- Technical Team
- Greeters
- Liturgists
- Altar and Hall Adornment
- Communion

In addition to providing worship music during Sunday services, the Music Ministry enhances spiritual nourishment through participatory programs that include:

Children and Youth Music Programming – Designed to enhance worship experiences with age-appropriate opportunities, these include:

- *JAM* (Jesus and Me) for children age 3 and 4 and Kindergarteners
- *Girls Ensemble* for girls in 6th to 12th grade
- *Wesley Choir* for children in 1st through 5th grade

Inter-Church, Holiday and Community Music Programs – Our church has a rich music legacy in our community. Musicians and singers celebrate their faith in special events like:

- Chautauqua Programs
- Madrigal and Christmas Programs
- Outdoor Services
- Choir sing with St. John AME Church
- Mixed Choir at Kentucky Conference Events
- Maundy Thursday Service
- Tase’ Service

Goals:

- (1) To plan and provide meaningful Christian music to enhance worship and nourish spiritual development.
- (2) To foster a welcoming presence in our community and, through music, to make disciples for Jesus Christ.
- (3) To develop an inclusive music ministry that involves all members of our congregation respecting age and ability.

Schedule:

- | | |
|-----------------|---|
| September 2022: | Begin preparation for Advent and Christmas programs including participation by children, youth and adult musicians. |
| September 2022: | Evaluate the Lay Leadership’s <i>Spiritual Gifts Survey</i> to identify individuals interested in music and worship activities. |
| Oct-Dec 2022: | Practice and perform Advent and Christmas programs. |
| January 2023: | Begin preparation for Holy Week and Easter programs including participation by children, youth and adult musicians. |
| February 2023: | Coordinate with St John AME Church for a combined service. |
| April 2-9: | Perform Holy Week and Easter programs. |
| June-July 2023: | Assist with music at Vacation Bible School. |
| June-July 2023: | Plan and prepare a Summer Concert. |
| August 2023: | Perform Summer Concert for the community. |

Outreach Committee

Chair: Andrew Baker

Description of the Ministry: The Outreach Committee finds opportunities for the church to perform missions in the local community and beyond. The committee's mission includes educating the church family regarding mission opportunities, coordinating annual financial disbursement to various named outreach programs, and leading churchwide food drives and mission projects as needs arise.

Each year, the Outreach Committee meets to evaluate requests for grants that are funded from our church's annual budget. After careful consideration, the Outreach Committee submits their recommendations for specific outreach missions and amounts to the Finance Committee for approval by vote. The Finance Committee does not vote to change any individual requests received (i.e., from Outreach, Staff Parish, etc.). They combine all requests and then decide based on giving history if the church can support the total budget. If the Finance Committee decides the combined requests are too high, they send *all* group requests back and typically ask for a percentage decrease to make it fair. At that point, the Outreach Committee decides which grant allocations to reduce and resubmits their recommendations. The final budget is approved by the Church Council.

In 2022, Outreach missions were allocated \$78,250. All of these funds are paid in monthly installments with the exception of Cinderella's Closet (paid as a lump sum at the first of year) and Ruth Spurrier (paid as a lump sum at the end of year). The following missions were approved for their respective amounts for 2022:

Cinderella's Closet	2,000.00
Food Pantry	9,000.00
KSU Wesley Foundation	10,000.00
Kings Center	6,000.00
Soup Kitchen	3,000.00
ROSM-Direct	10,000.00
Ruth Spurrier Memorial Event	8,000.00
Franklin Co. Women's Shelter	5,000.00
Pioneer Pastors-Thailand	16,250.00
Fuerzas Unidas Medical Clinic	<u>9,000.00</u>
Total Missions	78,250.00

Ministries of the Outreach Committee:

- **ACCESS (Actively Caring Christians Enlisting Support Services) Frankfort –**
 - **ACCESS Men Shelter** - Nightly shelter is provided to men for up to 60 nights, while assistance in obtaining employment, and working with community partners to remove barriers to housing.
 - **ACCESS Soup Kitchen** - Daily lunches are served to anyone in need. Food donations are prepared by staff or volunteers. Work is done to end food instability through emergency food boxes and by offering free donated food daily. Our church provides monetary donations and volunteers to serve at the Soup Kitchen.

The Soup Kitchen will receive \$3,000 from the approved church budget in 2022. Additional information regarding ACCESS Frankfort can be found at www.accessfrankfort.org.

- **Aldersgate Camp and Retreat Center** – This ministry provides for the faith development of people of all ages in Christian community within the natural beauty of God's creation. Our church provides monetary assistance and volunteers. Our church also provides partial tuition for any church member to attend camps. Additional information can be found at www.aldersgatecamp.org.
- **Cinderella's Closet** – This organization provides formal wear to girls who could not otherwise afford to attend their prom through donations of new and gently used formal dresses and accessories, as well as offering a loving environment to provide an experience of a lifetime. Our church started this program in Frankfort and provides monetary donations, stock, and volunteers. Cinderella's Closet received \$2,000 from the approved church budget in 2022. Additional information can be found at www.cinderellasclosetnky.org.
- **Emergency Community Food Pantry of Franklin County** – This program provides food support to our community as needed. Additionally, families with very young children may receive vouchers to purchase groceries from Save-A-Lot and the Franklin County Farmers Market. Mini-meal distributions are provided to families through the Backpack Snacks Program, a fresh-food "prescription" program with the Franklin County Health Department and Mission Clinic, and annual neighborhood food drop-offs. Our church provides monetary support, as well as volunteers participating in regularly scheduled food drives. The Food Pantry will receive \$9,000 from the approved church budget in 2022. Additional information can be found at www.frankfortfoodpantry.org.
- **Franklin County Women and Family Shelter** – This shelter provides longer term transitional housing in a safe, sober, homelike environment with individualized case management and programming for single adult females and for families with children. This housing option is for those with and those without substance use disorders as a barrier to their housing stability. The Women's Shelter will receive \$5,000 from the approved church budget in 2022. Additional information is available at www.fcwomenandfamilyshelter.org.
- **Frosty 5K** – A 5K race in Franklin County that provides financial assistance for the Honduras Medical Mission team, the Mission Frankfort Clinic and Water with Blessings.
- **GAP Ministry (God Answers Prayers)** – This is a new ministry developed by our church to fill in the needs of those in our local community who are not served by other resources. This effort is led by Rev. Richard Smith.
- **Honduras Medical Mission** – This mission team travels to Honduras annually, with a group of volunteers, to provide medical, vision and dental care to those in need. Volunteers come from both from First United Methodist Church and from elsewhere in the community. The Honduras Medical Mission will receive \$9,000 from the approved church budget in 2022. Additional information regarding the Honduras Medical Mission can be found at www.frankforthondurasmission.org.
- **Inter-Church Activities** – Our church fosters inter-church associations with St. Paul United Methodist Church and St. John AME Church to enrich our relationships with each other.

- **Jail Ministry** – This ministry is comprised of volunteers who visit the female inmates housed in the Franklin County Detention Center. Visits include devotion time, crafts, letter writing and encouragement.
- **Kentucky State University (KSU) Wesley Foundation** – The purpose of this organization is to share Christ's love, support United Methodist and other students, faculty, and staff at KSU as they grow in their faith, and develop opportunities for spiritual, academic, social and professional growth. Our church supports this organization with monetary donations and volunteers. The KSU Wesley Foundation will receive \$10,000 from the approved church budget in 2022. Additional information can be found at www.ksuforchrist.com.
- **Kentucky United Methodist Children's Home** – The Children's Home provides emotional, educational and spiritual assistance to children and families who have been victimized by abuse, neglect and trauma. Services include Residential Treatment, Behavioral Health Services, Independent Living and Adoption programs. Our church provides both monetary assistance to support the home and the programs they offer, as well as volunteers when needed. Additional information can be found at www.kyumh.org.
- **Kings Center** – This organization provides physical, emotional, academic and spiritual support for Frankfort and Franklin County children, focusing on three (3) major areas: Education, Mentoring and Community Appreciation Development. Our church provides both administrative and monetary support, as well as volunteers. The Kings Center will receive \$6,000 from the approved church budget in 2022. Additional information can be found at www.kingscenter.org.
- **Loads of Love** – This ministry provides monetary love tokens to those in need at local laundromats.
- **Red Bird Mission** – Red Bird Mission, Inc. and Red Bird Clinic, Inc. have been ministering to this region of Appalachia since 1921, serving those of need in Eastern Kentucky with education, health and wellness, community outreach, economic opportunity, and community housing improvement. Our church assists this ministry with monetary donation and volunteers. Additional information can be found at www.rbmission.org.
- **Resource Office of Social Ministry (ROSM)** – This agency partners with local area individuals, churches, agencies, businesses, city, and county governments to assist Franklin County individuals and families with rent, utilities, medicine, and other essential needs. Our church assists individuals with the application process and provides monetary support to the agency. ROSM will receive \$10,000 from the approved church budget in 2022. Additional information can be found at www.rosmky.org.
- **Ruth Spurrier Memorial Shopping Event** – This program helps teens across Franklin County enjoy the Christmas season. Volunteers work with kids for a week, shopping for essential items at our local Kohls. The success of this program is dependent on both monetary donations and volunteers. The Ruth Spurrier Memorial Shopping Event will receive \$8,000 from the approved church budget in 2022.
- **Simon House** – This organization provides housing for homeless women with families, along with tools for becoming whole and self-sufficient. While lodging at Simon House, clients are provided with essentials including hygiene, infant care, food, clothing, and cleaning supplies. Temporary and emergency shelters have also been opened to meet the needs of both homeless men and women. Our church provides monetary assistance to this organization. Additional information can be found at www.simonhouseky.org.

- **Thailand NOW** – This ministry in Thailand is directed by missionaries Mike and Sherri Morrissey, clergy from the Kentucky Conference. The Morrisseys were assigned to Thailand in 2006 and our church has supported their ministry there since 2014. Our primary support has gone for the Pioneer Pastors ministry which provides start-up funds to plant new churches in counties lacking a Christian church. Over 40 new churches have been planted since this program was begun. Other ministries include the Blessing Home centers which rescues children from being trafficked and Special Blessing Korat, a home for special needs children. Budgeting and financial training is provided to families through the Abundant Life savings program. Seminary training for pastors and other leaders is also provided. Thailand Now will receive \$16,250 from the approved church budget in 2002. More information can be found at the website <https://thailandnow.org/>. To receive their monthly blog, contact the Morrisseys at [morisseys@thailandnow.org](mailto:morrisseys@thailandnow.org).
- **United Methodist Committee on Relief (UMCOR)** – UMCOR responds to needs around the world, not only in the short-term, but as long as the need exists. Our church assists in this effort by offering opportunities for volunteering and coordinating those volunteers. Additional information can be found at www.umcmmission.org/umcor.
- **United Methodist Mountain Mission** – This ministry serves the people of Eastern Kentucky, offering used clothing and other goods to those in need. Our church participates in this ministry by collecting items of use, and assisting ministry members with pickup. Additional information can be found at www.methodistmountainmission.org.
- **Wanda Joyce Robinson Foundation** – This initiative supports those that have been affected by family member incarceration. Additional information can be found at www.wjrfoundation.org.
- **Wesley Academy of Music** – This organization provides free musical training to financially disadvantaged children in Frankfort. Our church supports this organization with monetary donations and volunteers. Additional information can be found at www.wesleyacademyofmusic.org.

Goals:

- (1) To increase awareness and support for outreach missions.
- (2) To resume ministry moments.
- (3) To update the Missions brochure.
- (4) To increase participation in the outreach ministries.
- (5) To create a new ministry section on FUMC website including links to their sites when available.
- (6) To host a church wide ministry fair in the fall.
- (7) To create ministry videos about each ministry to show in services, post on church website, and post on church social media sites. (Long term goal)
- (8) To direct the church's financial support of missions/ministries. Request applications in the summer. Review applications.
- (9) To submit budget needs to the Finance Committee.

(10) To announce grants.

Schedule:

September 2022:	Provide a ministry moment: ACCESS. Review applications. Begin revisions of brochure. Submit budget needs to the Finance Committee.
October 2022:	Provide ministry moments: Ruth Spurrier Event for backpack donations and Honduras Medical Mission. Email brochure with date of missions fair.
November 2022:	Provide a ministry moment: Ruth Spurrier Event for volunteers. Host a Missions Fair in Gallery Hall to inform the church body about the ministries we support and how they can get involved.
December 2022:	Provide a ministry moment. Announce financial assistance to ministries at all services.
January 2023:	Provide a ministry moment: Women’s Shelter. Coordinate with our church website manager to add a ministry section to the church website.
February 2023:	Provide a ministry moment: KSU Wesley Foundation. Coordinate with our pastor and St. John AME for a combined service and potluck, (coordinate with other committees as appropriate).
March 2023:	Provide a ministry moment: Cinderella’s Closet.
April 2023:	Provide a ministry moment: Food Pantry.
May 2023:	Provide a ministry moment: Kings Center.
June 2023:	Provide a ministry moment: TBD.
July 2023:	Provide a ministry moment: TBD. Request applications for financial support of ministries.
August 2023:	Provide a ministry moment: TBD.
September 2023:	Provide a ministry moment: TBD. Review applications for financial support of ministries.

Prayer Ministry

Chair: Ginny Smith

Description of this Ministry: The Prayer Ministry supports the Biblical instruction to devote ourselves to prayer (Colossians 4:2), to pray for one another in all circumstances (Ephesians 6:18, Philippians 4:6), and John Wesley's encouragement to develop a lifelong habit of prayer, which is a means of grace. The Prayer Ministry offers two opportunities for members of the congregation to serve the body of Christ with prayer. The **Prayer Team** prays for specific concerns related to individuals, the church, and our local, state, and national communities, using a prayer list as a guide. The prayer list is sent weekly via email. **Prayer Warriors** pray during each of the church's Sunday worship services, offering prayer for all aspects of the service, for the participants, the congregation, and everyone who has been placed on the prayer list. Church members may serve as a Prayer Warrior or a member of the Prayer Team, or both. There are currently 54 members on the Prayer Team, and 34 Prayer Warriors.

Goals:

- (1) To increase the membership of the Prayer Ministry, both the Prayer Team and Prayer Warriors, and to involve more members of the congregation in this ministry.
- (2) To increase the visibility of the Prayer Ministry as a comfort and anchor to the congregation.
- (3) To ensure every service is covered by a Prayer Warrior.
- (4) To schedule Prayer Warriors at least 3 months in advance.
- (5) To ensure that Prayer Concern Lists are made available to the congregation via electronic means as well as in paper copies each Sunday, in order to encourage church members to pray for one another, and to raise awareness of the Prayer Ministry.
- (6) To increase the congregation's knowledge of the importance of prayer.
- (7) To keep the weekly Prayer Concern List up-to-date.

Schedule:

- September 25: Conduct a membership drive to increase the Prayer Team coordinating with the In-Reach Ministry Fair. Provide a ministry moment at both services.
- Sept. '22 to Sept. '23: Ensure that every worship service has a prayer warrior and that copies of the current Prayer List are distributed at each service.
- Sept. '22 to Sept. '23: Maintain records of who placed a person on the Prayer List; periodically check with that person for updates.
- Sept. '22 to Sept. '23: Keep ongoing items (ex: Our Church Leaders, Our Church Ministries) on the list, but focus on a different one each month.

Sept. 2022, Dec. 2022, March 2023, June 2023:

Include a brief description of the Prayer Ministry in the church newsletter.

March 2023:

Conduct a Sunday night or Wednesday night group study on the importance of prayer, both personal and corporate (example: Maxie Dunham's *The Workbook of Living Prayer*.)

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Staff Parish Relations Committee

Chair: Eric Kennedy

Description of Ministry: Staff Parish Relations Committee (SPRC) is required to exist by the Book of Discipline. It focuses on building strong relationships between the staff and the congregation and between the congregation and the district superintendent (DS) so that the mission of the church moves forward. It has only 3 administrative responsibilities: annual staff evaluations; maintaining a connection to the DS; and communication among staff, congregation, and DS. The SPRC is not the day-to-day manager of church operations.

Goals: Over the next year, from July 1, 2022, until June 30, 2023, the SRPC will focus on two things:

(1) To onboard our newly appointed pastor, and

(2) To complete a "staff realignment." The need for this is clear from consistent themes in the church member survey results, and other comments and communications over the past several months. A "staff realignment" means that we simply ask ourselves, what do we need paid staff to do; how much money do we have to pay paid staff; and with that resource, what job positions/job descriptions do we need to create. After evaluations, we will either realign current staff to the new positions/descriptions, or look to onboard new staff.

Schedule:

September 30:	Create a first draft of the staff realignment plan.
Oct/Nov 2022:	Present proposed staff realignment plan to Church Council.
December 2022:	Vote to approve a final plan of job positions/descriptions.
January 2023:	Implement approved staff realignment plan.

Strategic Planning Committee

Chair: Abbie Meyer

Description of the Ministry: The Strategic Planning Committee was formed by the Church Council in February 2022. They are responsible for developing a 1 -year plan by obtaining input from each entity within the church.

Goals:

- (1) To obtain approval from the congregation for the draft 1-year plan.
- (2) To assist with oversight of plan goals and serve as a resource for our new pastor.
- (3) To develop a 3-to-5-year plan for the future that will seamlessly pick up in September 2023 as the 1-year plan expires.
- (4) To recommend establishment of a standing Strategic Planning Committee to the Church Council. The standing Committee would be charged with keeping the church plans current and overseeing accomplishments or struggles.

Schedule:

Sept. 25:	Hold a called congregational conference/meeting to affirm and adopt the goals of the draft 1-year plan.
September 26:	(or next available Church Council Meeting): Propose that the Strategic Planning Committee be retained as a standing committee of the church, charged with updating and keeping the churchwide plan current, as well as evaluating accomplishments against the Vision and Mission Statements. Recommend that the committee be comprised of individuals serving 2-year terms, rotating 4 members out of 12 off each year to maintain continuity and allowing up to 4 members to rotate off after the first year as well as 4 members to continue serving for 3 years.
October 1-15:	Prepare copies of the approved plan. Printed copies can be provided, if appropriate, or electronic copies can be distributed, if preferred.
December 1:	Evaluate first quarter accomplishments of the approved plan
March 1:	Evaluate 2 nd quarter accomplishments of the approved plan and begin foundational work on the 3-to-5-year draft plan.
June 1:	Evaluate 3 rd quarter accomplishments of the approved plan
September 1:	Evaluate the approved 1-year plan and submit a draft of the 3-to-5-year plan for approval.

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Trustees

Chair: Joe Meyer

Description of Ministry: Oversee the maintenance and improvement of our church buildings and grounds to further the mission of the church.

Goals:

- (1) To develop a campus plan for care and maintenance of buildings for existing and future programs.
- (2) To develop and prioritize maintenance and improvement plan.

Schedule:

September 30:	Review all survey results from the strategic planning committee to obtain an overall viewpoint
January:	Conduct an audit of facilities for maintenance and accessibility issues. Receive training on church finance policies from the Financial Secretary.
February:	Survey the congregation asking for top priorities of issues.
Spring 2023:	Review insurance policies. Review the Articles of Incorporation to ensure they are up to date.
June:	Present facilities plan to the Church Council.

United Methodist Men

Chair: Byron Brewer

Description of Ministry:

This ministry helps the men of this church grow in Christ, so that others may know Christ. We seek to involve all men, young and old, in our congregation in this ministry. We hold regular meetings for fellowship, education, inspiration, and disciple making. We provide leadership, volunteers, and funding to support missions. We coordinate with our pastor and staff in all of our work.

We offer a 6-week Bible study held each Fall and Spring and encourage attendance at the Bluegrass District UMM's quarterly meeting. We sponsor many mission projects each year, including missionaries Tim Goshorn (Peru) and the Morrisseys (Thailand), the Honduras Medical and Dental Mission project and the UM Prayer Line, as well as various local ministries.

Goals:

- (1) To reestablish twice-a-year Bible studies to focus on our stated vision to "Glorify God, Follow Jesus, Serve Others, and Welcome Everyone".
- (2) To expand our Bible study opportunities to include all church members and the community, not just men.
- (3) To host in-person pancake breakfasts to welcome everyone, and serve as a prime fundraiser for our organization's commitments to charitable organizations, both local and worldwide.
- (4) To expand our speakers to those who are involved in activities benefitting our community and outward, as well as those who follow the path of Jesus.
- (5) To continue attending the Bluegrass District UMM quarterly meeting.

Schedule:

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|--------------|--|
| Fall 2022: | Host a pancake breakfast. |
| Fall 2022: | Conduct a 6-week Bible Study for men. |
| Winter 2023: | Work with the Prayer Ministry, In-Reach, Outreach, and Education Ministries to develop a Bible Study opportunity for the congregation. |
| Spring 2023: | Conduct a 6-week Bible Study for men. |
| Spring 2023: | Host a pancake breakfast. |

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United Women in Faith (Formerly United Methodist Women)

Chair: Donna Jackson and Elly Gilbert

Description of Ministry: With Love, Faith, and Hope in Action, United Women in Faith seek to connect and nurture women through Christian spiritual formation, leadership development, creative fellowship, and education so that they can inspire, influence, and impact local and global communities. (From uwfaith.org)
Our current membership roster has 145 members, but only about 45 of those are regularly active with a circle or in our at-large unit meetings. We currently are without a president of our unit but have a leadership team consisting of committee chairs, circle chairs, and other leaders that meet in person, virtually, and via e-mail. There are 10 members of that group but not all attend every meeting.

- Goals:**
- (1) To increase active engaged membership (currently 45) by 10%.
 - Present one Mission Moment to the church and submit one newsletter article per quarter.
 - Host one fellowship/education/service focused unit gathering per quarter.
 - Expand the reach of the Reading Program.
 - (2) To increase diversity in age among active membership and leadership.
 - Restructure leadership team.
 - Expand social media/church website presence to attract a larger cross-section of members.
 - (3) To increase our organization's impact on the local and global community.
 - Host 1 internal fundraiser (i.e., Soup for the Soul) and 1 external fundraiser per year.
 - Each circle develops and completes one outreach goal per year. Add those to the goal schedule as they are developed.
 - Meet our annual pledge.
 - (4) To expand opportunities to serve Jesus by nurturing spiritual growth, involvement, fellowship for all members through leadership and education.
 - Implement Mission U curriculum/activities.

Schedule:

September 2022:	Reorganize leadership team, start book study group on <i>Pushout</i> (or other), hold a fellowship/education/service unit meeting.
October 2022:	Provide a mission moment/newsletter article. Hold a Soup for the Soul fundraiser.
November 2022:	Hold the Harvest Breakfast (Fellowship/Education/Service unit meeting).

December 2022:	Hope Circle: Conduct the Ruth Spurrier Shopping Event (may be end of Nov).
January 2023:	Provide a mission moment /newsletter article.
February 2023:	Hold a Fellowship/Education/Service Unit Meeting (or March- we discussed and didn't decide) in conjunction with the annual business meeting (if needed).
March 2023:	Conduct an external fundraiser.
April 2023:	Provide a mission moment/newsletter article.
May 2023:	Hold a Fellowship/Education/Service Unit Meeting.
June 2023:	Hold a Summer Ice Cream Social- Invite women from other churches to join us.
September 2023:	Hold a Fellowship/Education/Service Unit Meeting

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Wesley Center Day School

Although both the church and the day school received funding through the American Rescue Plan (COVID relief funding), currently only the Day School is receiving money under the Day Care Payments provisions. The federal government was concerned about the loss of daycare programs nationwide due to the pandemic and provided funding based on how many children a program is licensed for and the hourly rate being paid to staff. One payment was received in 2021, two have already been received in 2022 and one more is expected in September, and there will be 4 more payments in 2023 for a total of \$360,000. Current dollars are earmarked for daycare payroll and certain specified expenses related to the daycare. The day care has a \$46,000 profit to date (5/31/22) but if you take out the \$79,000 received this year in stimulus you have a \$33,000 loss. Meaning tuition alone will not support it at this time. The church can choose at any time to cancel the contract, provided funds have been spent correctly. Our church Financial Secretary maintains rigorous control to ensure these funds are properly disbursed.

Director: Vacant

Chair: April Trent

Description of Ministry:

The Wesley Center Day School is a ministry of our church, operating on our campus as part of our outreach to our local community. The philosophy of the Wesley Center Day School is to nurture each child through care, understanding, love and affection. We believe in providing a relaxed, Christian atmosphere for learning that includes a combination of hands-on-explorations, creative expression and recreation. The Day School has adopted a Christ-based curriculum that focuses deeply on non-denominational Christian values and a special chapel time is a weekly optional activity for older children. Most of all, the Wesley Center Day School staff and administration endeavor to be partners with parents and guardians in the care of their child. Each child's early experiences can be shared by visiting, observing and participating in daily activities whenever possible.

Goals:

- (1) To Grow the Kingdom by encouraging WCDS families to join our church.
- (2) To increase the Nursery room to 10 infants.
- (3) To increase staff by adding a total of five teachers. Additional staff are needed in the two-year-old, pre-school, pre-k, and early preschool rooms by the end of 2022.
- (4) To fill rooms by the end of 2022. With a waiting list of 150+, we do not anticipate a problem filling the rooms once we get the teachers. Once the rooms are filled, the Center will be self-sufficient.
- (5) To ensure that all staff attain their CDA (Child Development Associates) within one year of hiring. We do not anticipate a difficult time finding people to staff the Center. However, with the recent requirements by the Center Board of Directors that all staff have their CDA, we anticipate a difficult time retaining them. Once they get their CDA, they will not work for our \$10/hour but will go elsewhere.
- (6) To retain our four STARS status, while striving to attain five STAR status. This review will occur in Sept. 2023. There are big needs to meet before the STARS review. The equipment is worn and torn in ALL classrooms and will need to be addressed before the STAR review. We anticipate needing between \$5,000-\$10,000 to update all

rooms. No covid money will be left in 2023 to buy equipment—it will all be for salaries. If the church doesn't include this in our budget, funding will need to be found. We believe this will definitely keep us from retaining our four STAR ranking and hinder a five STAR designation. Currently, there is only one five STAR daycare in Frankfort.

(7) To upgrade the playground. Our current playground is not suitable for 4-5-year-olds or 1-2-year-olds. We would welcome the opportunity to upgrade the playground, but do not believe it will be a hindrance to our STARs review since we have a gym.

(8) To ensure clean facilities for children to use. The combination of daily use, carpeted floors, crafting, serving food and occasional childhood illnesses makes it a challenge to ensure that our facilities are always clean and sanitary. The Day School will work with our cleaning staff to improve the cleanliness of our facilities. Daycare staff strongly recommend that a full-time person is needed onsite to maintain church property and facilities.

Schedule:

Monthly:	Include a take home newsletter and/or emailed newsletter to parents with information about church activities and encouraging them to participate in worship, Bible studies, and fellowship.
Ongoing:	Staff obtain CDA (Child Development Associates) credentials within one year of hiring.
Ongoing:	Work with church staff and cleaning staff to resolve cleaning problems.
December:	Fully staff the Wesley Center Day School.
December:	Operate the Wesley Center Day School at full capacity.
Sept, 2023:	STARs review to obtain 5-star status or retain 4-star status.
TBD:	Investigate playground upgrades and make recommendations to the Church Council.

Worship

Pastor Tom Corum

We seek to glorify God, follow Jesus, serve others and welcome everyone.

Description of Ministry: Corporate worship at our church has been and continues to be an important ministry for Glorifying God. Using the words of Rev. Steve Manskar, director of Wesleyan leadership at the General Board of Discipleship, "We are part of a community centered in the life, death, resurrection and mission of Jesus Christ. In praise, confession, prayer, singing, and sacrament, we offer ourselves, individually and corporately, to God in service. [God] teaches us in his word, forgives our sins, feeds us at his table and sends us into the world to serve with Christ in his mission of preparing this world for the coming reign of God."

We recognize worship as a means of grace. Worship motivates and empowers us through the Holy Spirit to follow Jesus and serve others. Our church desires to welcome everyone to be a part of our worship through not only attending worship but also to be participants through multiple ways; i.e., choir, handbells, liturgist, acolytes, worship teams, artists, greeters, ushers, decorating team, technology team, praise band, children worship leader, Communion and Baptism Stewards.

We seek to provide worship opportunities through two styles: a Traditional Service and a Contemporary/Modern service. Staff currently serve as the worship team. The traditional and the contemporary services each have separate design teams. Music Director(s) in coordination with the pastor will provide music and liturgy for both services.

Goals:

- (1) To organize a Worship Committee over all worship of our church.
- (2) To coordinate all aspects of worship.
- (3) To cancel the 8:30 service in response to survey comments.

Schedule:

Oct '22, Jan '23, April '23, July '23:

Pastor will quarterly provide a schedule of Scripture and Sermons for the upcoming three months. Pastor will provide the administrative assistant, music director, design teams, staff and children's coordinator with a sermon schedule. Pastor will quarterly enter into the Planning Center App the sermon schedule. Quarterly, and as needed, the pastor will meet with design teams.

Every Monday:

The pastor will provide information to the administrative assistant for the bulletin and for GNN information.

Every Monday:

Staff reviews past Sunday worship and plans for following Sunday and for future events and holidays.

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Young Adult/College Student Outreach

Chair: Robbie Clements

Description of the Ministry: We provide opportunities for our college-age members to return to the church for fellowship with church friends, through both social and service activities, during their breaks from school, to remind them of their roots while they begin to spread their wings. It is important to let them know that they continue to have a home at FUMC. Currently, one volunteer (Robbie Clements) is serving as coordinator of this outreach, though other adults may be added if participation by the students dictates a need. There are approximately 20-25 current college students who would be the target of this outreach.

Goals: To organize activities: Although many in this demographic get together informally when they are home on breaks, this would be the first effort to formally organize activities for them through the church. Because the students have limited time at home on these breaks, their time will be precious and participation may be difficult to come by. We will begin by planning two summer activities and one during winter break to gauge interest and participation. Because of the uncertainty regarding participation, activities will try to appeal to basic interests, and they could be adjusted depending on interest.

Schedule:

November:	Continue finals week gifts for students.
December:	Fellowship gathering at location to be determined, for Christmas Movie Party and either White Elephant gift exchange or sock exchange. (Specific date TBD.)
2023:	Activities will be similar and will be determined after we determine the level of interest and participation.
April:	Continue finals week gifts for students.

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United Methodist Youth Fellowship (UMYF) at FUMC or “First Spark”

Youth Ministers: Greg and Melissa Hardison

Description of the Ministry: First Spark, the name selected by the youth in this UMYF group, is dedicated to supporting and building the faith of sixth-twelfth grade students through fellowship and group building, acts of faith and serving others, developing leadership skills, and through regular worship and prayer. In the last nine years, the youth program has developed a series of regular programming that works with the demanding schedules and interests of 21st-century youth.

The current youth leaders have always felt it was important to follow the lead and interests of the youth who are involved. Over the years they have offered sports ministry, audio/visual news crew, dance ministry, youth praise band, and other worship arts. It is important to continue to listen to the interests and talents of the youth and try to provide opportunities for them to share their gifts, worship and serve the church and our community. The First Spark Youth Group currently has 25 members, of whom 18 are active.

- Goals:**
- (1) To hire a youth leader: The current co-leadership of a husband-and-wife team that serves as Youth Leaders will be stepping down. The church should begin developing a strategy for moving forward after the summer of 2023. Advance notice has been provided in order to find suitable replacements. The Hardison’s will assist with the transition of the new leaders.
 - (2) To increase youth participation: Since returning to in-person youth and Sunday School activities post-COVID, youth attendance has been affected. It has always been a struggle to compete with activities outside of church, but we currently do not have a consistent number of youth who are attending from week to week. (For example, one week we may have 5 youth and the next week we may have 17).
 - (3) To increase volunteers: There is not currently a volunteer program in place for the youth program. This is a missed opportunity to plug individuals in who are interested in working with the young people in our church, which helps to build a faith community.

Schedule:	All year:	Plan, promote, and present regular (often weekly on Sunday) meetings and activities for youth.
	Fall:	As available, attend a Youth Retreat held at Camp Aldersgate.
	October:	Begin planning and preparing for a Halloween event (fall festival or drive-through events have been presented through the years).
	November:	Volunteer at the Food Pantry in conjunction with the church-wide ecumenical food drive.
	November:	Begin rehearsing for a Christmas program (several offerings have been developed over the years that include music, dance

and other worship arts, are based on scripture, and incorporate the interests and skills of the existing youth).

- December: Present the planned Christmas program.
- January: Develop more adult volunteer opportunities within the youth program. Take into consideration the need for both male and female volunteers, and for a variety of tasks and needs within the program.
- Jan/Feb: Plan for a ski trip to Perfect North.
- February: The church should have a complete Youth Leader job description prepared, and a list of places where the job can be posted.
- March: The church should begin searching for replacement staff to lead the youth program. It is believed that this timing could work well with young graduates who are looking for employment in youth leadership.
- March: The youth begin planning and rehearsing for the Day Between Service, which will be presented on the day before Easter.
- April: The church should review applications received.
- April 8: Present the Day Between Service.
- April: Youth assist with Easter Egg Hunt.
- April: Volunteer at the Camp Aldersgate workday retreat.
- Mid-April: The church should set up interviews with potential candidates.
- May: Plan and/or attend various school ceremonies honoring seniors, including a graduating senior recognition Sunday, a luncheon for the graduates of FUMC, and attend Baccalaureate and Graduation ceremonies as possible.
- June: Replacement youth leader(s) should begin employment.
- Summer (June or July): Volunteer with Vacation Bible School (VBS)
- June: Current youth leadership will begin working with the new youth leaders to share successful programming ideas, assist in introducing the new leaders to the church and to the youth within the program, and transition the planning and leadership of the program.
- June or July: Travel to Oklahoma for a high school mission trip at Camp Crossway, which serves a predominantly Native American audience. Or attend some other group mission trip. Traditionally, the current leaders alternate between offering

summer retreats and mission trips. In the summer of 2022, the youth will attend a camp presented at Lake Junaluska, a Methodist retreat camp in western North Carolina.

- June and July: Present a number of fun activities and gatherings that allow new incoming 6th graders to meet and engage in fellowship with the existing youth, including a pool party, bonfires, Holiday World trip, a Legends baseball game, Laser Tag or trampoline park, meal packing at Lifeline Christian Ministries, etc.
- July or August: Current youth leaders step aside and offer assistance only as needed through the end of 2023.

DRAFT