

**SMARTER GOALS REPORT
2020-2021**

Dear Hamden Plains Church community,

On November 9, 2019 we conducted a Revitalization Seminar under the leadership of the Rev. David Gilmore, Director of Revitalization and Congregational Development for the New York Conference. Open to all members of the church, 30 people attended, mostly elected leaders.

One outcome was a commitment to develop SMARTER goals for our ministry teams. SMARTER stands for Specific, Measurable, Agreed, Realistic, Time-bound, Ethical and Recorded. We were to have accomplished this within six months: May 9, 2020. We came close, as the following report notes.

I encourage you to review these goals and give feedback to the committee leaders. They can be reached through the church office (203.248.4654; secretary.hpumc@gmail.com).

Yours sincerely in Christ,
Pastor Brian Bodt

Administrative Team
Marty Hartog, Chairperson
(draft goals to be approved June 11, 2020)

1. Goal: Establish a welcoming environment in the sanctuary by painting the inside of the sanctuary and other areas in the church in need of painting.
 - A factor that influences visitors to want to return to a church is the maintenance of the church building that provides a sense of the dedication of the congregation to honor God.
 - Recent improvements to the roofs of the church building have rectified the leaks that had led to the interior damage to the ceiling and the walls of the sanctuary and the Sunday School classrooms on the second floor of the administrative portion of the church building.
 - The sale of the property on 37 Mattes Road provided funds that can be used for the improvement of the church building.
 - In addition, combined with current resources, a capital improvement campaign would provide the necessary funding to paint those areas of the church that were damaged by the leaks.

2. Goal: Prepare the Parish House to be able to house a pastor if the congregation returns to having a resident pastor.
 - The congregation has the responsibility to house a pastor for future appointments.
 - The Parish House no longer houses the sexton.
 - The completion of Pastor Bodt's appointment as $\frac{3}{4}$ -time pastor at Hamden Plains United Methodist Church will be in June 30, 2021.
 - A new appointment may be require housing the pastor in the Parish House.

3. Goal: Restructure the structure of the church committees and governing bodies that will allow the Administrative Team to fulfill its primary objective of monitoring the financial state of the

congregation and offer a venue for reporting of the main ministries of the church on a regular basis.

- The basic business of Hamden Plains' Administrative Team has focused on the financial health of the congregation.
 - The Administrative Team has not been able to provide the venue in which non-Leadership Team ministries can report their work on at least a quarterly basis.
 - Committees do not currently have a church body to which they report, creating a communication void among the ministries that would normally allow all ministries coordinate their ministerial goals.
4. Goal: Create a viable budget that provides a viable and sustainable vision of what Hamden Plains UMC is and can become.
- Because we have Pastor Bodt as a 3/4-time retired pastor, Hamden Plains UMC has been able to stabilize their financial situation and enabled it to pay its 2019 apportionments, pay back the majority of its back 2018 apportionments, and pay back Federal Taxes and fines.
 - The Administrative Team now needs to create a budget that allows the congregation to remain in a healthy financial position and provide a vision for where the church can grow in the Greater Hamden Community.

LEADERSHIP TEAM

Megan Malanson, Chair

1. Firmly Establish Music Minister Position

- Corbin Beisner has been hired month-to-month as Organist and Pianist. We need to monitor post-COVID-19 developments to expand to a full Music Minister.

2. Develop a Pastoral Succession Plan

- Pastor Brian will serve as pastor of HPUMC until June 30, 2021.
- Leadership Team will need to work with Administrative Team to see what Pastor will work best for HPUMC.
- Pastor Options
 - $\frac{3}{4}$ Pastor (if funding was in place): house, pension and health benefits
 - $\frac{1}{2}$ Pastor (some form): no pension/health benefits, narrow candidate pool, Parish House (?)
 - Retired Pastor ($\frac{1}{2}$ or $\frac{3}{4}$ time): housing may or may not be needed
 - Yoked with another church
 - Full Time Pastor, if church finances would support one.
- Management of the Parish House (Conversation with Marty Hartog)
 - The Parish House will be emptied by June 30, 2020.
 - The Parish House will sit empty until June 2021 so it will be available July 1, 2021 (if needed) for the new pastor.

3. Creation of Church Council

- Church Council would lighten the heavy load of the Administrative Team.

- Purpose would be Governance and Directional. What the committees are doing now which will help guide future plans.
- Some committees don't report to anyone, would provide transparency and oversight into the activities of all the committees.
- Primary reporting of committees would be what progress is being made on their SMARTER Goals. Reporting could also include committee minutes.
- The Council would meet 3 times a year (January/Late April or Early May/September) and would have a printed agenda (with times).
- Church Council would be populated by the major committee heads and is an open for anyone to come and have the opportunity to ask questions.

4. Pastor's Goals

- Review of current Pastor's Goals from May, 2019 – June, 2020.
- What goals have been accomplished and what remains?
- Have an ongoing review process.
- Create goals for new pastors.

CHRISTIAN EDUCATION

Kersten Moore and Lisa Collins, Co-Chairs

Goal: We will create a Little Free Library in order to outreach to the neighborhood community.

Reasons for the goal: the local elementary school is closing, there is a bus stop directly in front of the church, "sharing God's love by creating a safe and welcoming community"

Specific: to reach out to the neighboring community of Hamden Plains in order to supply multilevel reading materials to those in need on an ongoing basis

Measurable: actually create and stock the library with multilevel books for all ages to be placed on the front lawn of the church in close proximity to the city bus stop; a Google Doc will be created and shared amongst the librarian and her library helpers in order to keep track of the books taken (this will give us data as to how effective the program is)

Agreed: agreement for this Little Free Library may need to come from the Administrative Team; the Pastor, Education Chairs and Sunday school children have already agreed that this is a good idea

Realistic: register our library with the Little Free Library organization, have an ongoing book drive within the church membership, Sunday school children will create a pamphlet to insert into the books explaining our Sunday school, the role of children in Sunday worship, education and worship times

Time-bound:

- 1.) By the beginning of May register our library with Little Free Library organization
- 2.) By the beginning of May have the pamphlet completed by the Sunday School youth
- 3.) By the middle of May have a HPUMC congregational book drive
- 4.) By the end of May the library structure will be installed
- 5.) By the beginning of June have the library up, stocked and running
- 6.) By the beginning of June let the Church Street School principal, teachers and PTA be aware of our Little free Library

Ethical: yes

Recorded: yes

CONGREGATIONAL CARE COMMITTEE
Lois Fucci and Megan Malanson, Co-Chairs

Mission: The mission of the **Care Committee** is to provide Christian care, contact and comfort to parishioners unable to attend church or are in need of support.

Vision: The Vision of the Care Committee is that all parishioners feel the love and care of Christ through our ministry to their needs.

Goals for 2020-2021 include:

- Make phone calls to home bound parishioners.
- Provide rides to doctor's appointments as requested.
- Visit homes of home-bound parishioners.
- Cards to parishioners who do not attend service.
- Provide meals in times of emergency.
- Keep in contact with members in college.

Missions
Charlotte Sroka, Chair

Goals for 2020-2021 include maintaining our current missions:

- Serving meals at Columbus House the fourth Saturday of each month.
- Hamden Food Bank- work with the Keefe Center in what the needs are each month. Our biggest collection is done in November for Thanksgiving Baskets.
- Cans for the Congo collection to support the Mulungwishi Seminary in Africa.
- Christmas time, starting in November, to adopt a family of four. The families request specific items which the congregation donates.
- Stuff 100 stockings to be given to Connecticut families at Christmas.

Goals for new(er) missions:

- Support a missionary with funds from a tag-sale, likely early fall.
- *Dinner for a Dollar* every Saturday (new feeding ministry started February 22, 2020).

Worship Committee
Holly O'Brien, Chair

- Develop the technology support to continue to broadcast worship.
- Research and obtain the necessary licensing to broadcast a wide variety of legal music genres

Prayer Ministry
Holly O'Brien, Coordinator

- Continue to identify ways to be attentive to public and private prayer.

Women's Group
Holly O'Brien, Coordinator

- Develop curriculum for spiritual growth and service for the women of HPUMC
- Provide new opportunities for meaningful fellowship

Stewardship
No current chairperson: submitted by the pastor

- Elect or appoint a chairperson not later than August 1, 2020
- Conduct a stewardship campaign for the 2021 budget with the above named goals in mind, with Commitment Sunday on Sunday, November 22, 2020.
- Elements of the campaign will include personal witness on Sunday morning; projected financial goals, letters of communication with the congregation.
- Coordinate effort with Administrative Team's SMARTER goals #1 and #4.