

Recommendations:

1. Unifying Vision

On the day this consultation report is accepted, the congregation will reaffirm the mission statement of The United Methodist Church, *“Making disciples of Jesus Christ for the transformation of the world.”* Every ministry of the church needs to have as its primary purpose “making disciples.”

The Mission is what we do and the Vision is how we do it in this time and place. The Pastors, in consultation with the Coach, will name a Vision Team made up of a cross-section of the congregation with special efforts to include younger people and newer members of the church. The team will be established by **November 4, 2018**. The Coach will conduct a Visioning Workshop for the Vision Team on **November 10, 2018**. The Team will clarify a shared, forward-focused vision for the church. This vision will provide accountability for the congregation to pursue its mission, aligning all worship services, outreach efforts, ministries, staffing, and resources around a common purpose. The vision will also serve as a framework for connecting with new people in the community and helping them along their faith journey. The vision statement will be completed and presented to the congregation by **January 6, 2019**.

Additionally, the Pastors, program staff, and ministry leaders in consultation with the Coach, will conduct a Ministry Review to begin the process of aligning ministries, staffing, and resources to the new vision of the church. This work will be completed by **February 28, 2019**.

2. Making Disciples

- **Discipleship:** The church’s ability to grow, connect with the community, and effectively live into its mission and vision must be rooted in an intentional process that encourages existing members to grow deeper in their faith and actively invites new believers into a relationship with Christ. The Pastors, in consultation with the Coach, will name a Discipleship Team by **November 4, 2018** that includes a cross-section of the congregation with special efforts to include younger people and newer members of the church. This team will develop a clear and simple process for growing new and seasoned Christians in their faith that will include a way for new families entering the church to connect into the life of Broadmoor. This pathway will include a process for children, youth, and adults to grow in their relationship with Jesus Christ and provide connection opportunities for spiritual growth, support, and accountability that extend beyond Sunday mornings.

The team will use resources suggested by the Coach and will implement the pathway by **June 2019**.

- **Community Engagement:**

Attracting diverse, young adults and families into the life of an established congregation is challenging and requires an ongoing, intentional, long-term commitment on the part of the entire church. The consultation team affirms the recent efforts of the congregation as it strives to be a “wall-less church” through such efforts as the Block Party, Fall Fest, and Blessing of the Pets. The Pastors, in consultation with the Coach, will create an Engagement Team by **November 4, 2018** to explore new opportunities for the church to more effectively meet its neighbors, grow new relationships, and create a culture of invitation and consistent hospitality at the church. This team will study the Mystery Guest Worshipper report to inform its work and will then conduct a Community Assessment in consultation with the Coach by **December 15, 2018**. This team will begin the work of developing a strategic plan in alignment with the church’s new vision to create a signature ministry by **February 28, 2019** that is unique to this church, and helps bridge gaps and build relationships with the community.

Additionally, the Engagement Team, in consultation with the Coach, will work to leverage its current missional outreach opportunities to build relationships and make disciples. The Consultation Team recommends as resources for this work your Mystery Guest Worshipper Report and the book, *Get Their Name*, by Bob Farr and Kay Kotan.

To further cultivate a culture of invitation and hospitality, the trustees in consultation with the pastors, will conduct a building assessment and update children and youth ministry spaces to accommodate new families in alignment with the vision.

Church Transformation Recommendations

Completed **In Process**

- **New Worship Service:** In consultation with the Coach, the Casual Worship Pastor will create a Launch Team to develop a plan to create a worship experience that meets the needs of the mission field and helps the church to fulfill its new vision. This new worship service will be launched by **September 2019**.

The Pastors, in consultation with the Coach, will create a process to review the effectiveness of existing worship services in light of the church's new vision. This work will be completed and implemented by **September 2019**.

3. Systems & Structure

- **Organizational Structure:** The Pastors, in consultation with the Coach, will work to include examining the leadership organization of the church, and exploring the possibility of establishing a more clear and effective church structure with well-defined roles and responsibilities. This plan will be developed and ready for implementation before **Charge Conference 2019**.

Additionally, The Pastors, in consultation with the Coach, will work with the Staff Parish Relations Committee to review job descriptions to ensure roles and responsibilities are well-defined and aligned with the vision. This work will also serve to establish an expectation for a healthy and productive work environment to maximize fruitful and effective ministry and will be completed by **November 30, 2018**.

- **Leadership Development:** The Pastors, in consultation with the Coach, will take responsibility for developing and implementing a strategy for intentional leadership development to include job descriptions, goal-setting, training, and accountability for all staff and key leadership roles in line with the church's vision. This plan will be developed and ready for implementation before **Charge Conference 2019**.

- **Communications & Transparency:** To help address the concerns about insufficient or ineffective communications and the perceived lack of transparency in the church, the Pastors, in consultation with the Coach, will develop policies and practices to facilitate the effective and timely communication to the congregation. This work will include reviewing all avenues of internal and external communications and will be completed by **November 30, 2018**.

4. Finances

The Pastors, in consultation with the Coach, will name a Generosity Team to work on processes to engage the congregation in faithfully carrying out their membership vows of supporting Broadmoor with their prayers, presences, gifts, service, and witness. This Generosity Team will re-engage with the recommendations made by the Horizons Stewardship Ministry Audit and guide the congregation in the full implementation of that plan by **April 15, 2019**.

The Generosity Team will use the Best Practices of the Horizon Stewardship Ministry Audit to clearly communicate with the church and express gratitude for faithful ministry.

The Finance Committee will review expenditures and trends related to growth in the operating budget and will recommend strategic budgetary reduction to the Church Council in alignment with the stated vision of the church. Priority will be given to fully fund the stated ministry emphases of the Vision, Engagement, and Launch Teams. This work will be completed by **January 31, 2019**.

The Pastors, in consultation with the Coach, will also work to develop a clear plan to ensure timely financial reporting and oversight, and a plan for a staffing budget that more effectively aligns leadership to the church's vision. This work will be completed by **January 31, 2019**.