

## COUNCIL

### Strategic Plan Goals & Planned Activities

#### 1. Engaging Youth

**Strategic Goal 1:** We will implement creative and effective ways to better engage post-confirmation youth and their families, and young adults.

**Objective 7: Intergenerational Activities:** *We will promote an intergenerational activity twice a year in which all Bethlehem members will be invited to participate.*

**Objective 8: Lutheran Campus Ministry:** *We will support Lutheran Campus Ministry financially, with volunteers, and by providing contact information for Bethlehem students enrolled at their university.*

#### 2. Sharing Gifts

**Strategic Goal 2:** We will empower our members to share the gifts God has given us.

**Objective 18: Mortgage Payoff Milestones:** *We will celebrate milestones as we pay off the church mortgage. We will monitor and initiate periodic payoffs of the BLC mortgage principal.*

#### 3. Respectful Climate

**Strategic Goal 3:** We will foster a climate of respect and appreciation to nurture the differing perspectives among our members and the greater Mankato community.

**Objective 21: Conflict Resolution Policy:** *We will review and update our conflict resolution policy as appropriate. We will do this in collaboration with the BLC Personnel Committee.*

#### 4. Community Partnerships

**Strategic Goal 4:** We will continue to work in partnerships to serve the needs of the community with a relevant purpose and meaningful action.

**Objective 23: Refugee & Asylum Seeker Support:** *With synod support, we will collaborate with other community churches to provide housing and assistance to families/individuals who are relocated to Mankato, and are seeking asylum.*

**Objective 24: Connections Shelter:** *We will continue to provide funding, meals, and volunteers to Connections Shelter.*

**Objective 25: Community Needs Assessment:** *Council members will annually survey community leaders, asking what the greatest community needs are and how a church like ours can meet those needs.*

**Objective 30: The REACH:** *We will continue to support The REACH with funding and volunteers.*

**Objective 33: Community Meals:** *We will provide a free meal, open to the community throughout the program year.*

#### 5. Embracing Diversity

**Strategic Goal 5:** We will embrace diversity by demonstrating welcome and respect for different identities, listening to develop growing relationships with diverse communities, and working for the good of all in the community.

**Objective 37: Reconciling Works Support:** *We will annually make a financial contribution to Reconciling Works to support their work.*

## **Other Goals & Planned Activities**

6. 2022-2026 Strategic Plan  
We will support implementation of the new 2022-2026 strategic plan for the church by guiding our boards, committees, staff and congregational members to address specific goals.
7. Financial Review Process  
We will finalize and approve a standardized report form for use by the Financial Review Committee in the annual internal review of church finances.
8. Zambia Ministry Partnership  
We will continue to support the partnership with Pastor Kristin Engstrom in her pastoral ministry in Zambia.
9. Welcome & Inclusion  
We will continue to emphasize efforts to proclaim the gospel; become a more welcoming congregation, and invite participation in our mission and ministry. This will include supporting the implementation of the Reconciling in Christ resolution by the Welcome & Inclusion Board and the congregation.
10. Pastoral Performance Reviews  
We will complete the annual performance review of each pastor during the summer.
11. Bethlehem Pastoral and Lay Staff  
We will value and support our pastoral and lay staff with fair compensation, a good work environment, encouragement to develop their professional skills, recognition of their accomplishments, and challenge to strive for excellence in their areas of responsibility.

## **ADULT EDUCATION BOARD**

### **Strategic Goal & Objective**

#### **1. Respectful Climate**

**Strategic Goal 3: We will foster a climate of respect and appreciation to nurture the differing perspectives among our members and the greater Mankato community.**

**Objective 22: Diverse Perspectives: *We will invite one community member or organization each month to represent diverse voices and perspectives, and to present to our worship gathering, adult forums, and youth groups. We will coordinate this with the Welcome & Inclusion Board and Youth Board.***

### **Other Goals**

2. Spiritual Disciplines  
We will continue to educate BLC members on the spiritual disciplines, including worship, scripture reading, and prayer and provide opportunities to practice these disciplines within and outside BLC.
3. Monthly Mission Education  
We will provide the opportunity for education related to the monthly missions identified by the Community and Global Mission Board.
4. Adult Forums  
We will offer a variety of adult forums and other learning opportunities that will encourage participation of all adults.
5. Small Groups  
We will promote purposeful small groups with the intent of strengthening relationships among Bethlehem members, and guide all current and new members to participation in at least one small group.  
  
We will update the current catalog, listing available small groups; defining their purpose and activity; detailing when and where they meet, and noting whether they are open to adding additional members.
6. New Adult Education Programs  
We will explore and evaluate new ways of providing adult education programs and opportunities.

## **Planned Activities**

1. **Spiritual Learning**  
We will work with the pastors to provide opportunities to learn about spiritual disciplines in small-group Bible studies and other settings.
2. **Monthly Mission Education**  
We will work with the Community & Global Mission Board to provide adult forums about established monthly mission partners.
3. **Adult Forums & Life-Long Learning**  
We will schedule adult forums throughout the year on a variety of topics of interest to BLC members to promote life-long learning.
4. **Small Groups**  
We will work with the Congregational Services Coordinator to update the current small group directory to promote BLC member involvement and learning in a variety of small groups focused on lifelong learning.
5. **New Adult Education Programs**  
We will discuss and explore new adult education opportunities for the members of the congregation.

## **CHILDREN'S BOARD**

### **Strategic Plan Goals & Objectives**

#### 1. **Engaging Youth**

**Strategic Goal 1:** We will implement creative and effective ways to better engage post-confirmation youth and their families, and young adults.

**Objective 2: Mental Health:** *We will address the youth mental health crisis, creating spaces and gatherings that nurture mental health within our programs.*

*We will create a list of mental health resources for youth in our community.*

**Objective 7: Intergenerational Activities:** *We will promote an intergenerational activity twice a year in which all Bethlehem members will be invited to participate.*

#### 2. **Sharing Gifts**

**Strategic Goal 2:** We will empower our members to share the gifts God has given us.

**Objective 13: Survey Response Rate:** *We will annually increase the number and percentage of church members completing the Time & Talent Survey.*

#### 3. **Community Partnerships**

**Strategic Goal 4:** We will continue to work in partnerships to serve the needs of the community with relevant purpose and meaningful action.

**Objective 29: Neighborhood Connections:** *We will develop and implement a strategy to connect with the neighborhood and businesses.*

#### 4. **Embracing Diversity**

**Strategic Goal 5:** We will embrace diversity by demonstrating welcome and respect for different identities, listening to develop growing relationships with diverse communities, and working for the good of all in the community.

**Objective 36: Reconciling in Christ:** *We will annually observe Reconciling in Christ Sunday.*

### **Other Goals**

5. We will provide needed support, feedback, and consultation to Family Faith Formation staff as they plan programming for families and children to ensure continued engagement.

6. We will plan and execute events to engage families, including parents and children. To support the 2022-2026 strategic goals, we will invite and welcome guests of our families and members of our church community of different age groups (youth and adults).
7. We will collaborate with staff to provide resources to families, including parents and children, to facilitate a connection to church and to support children's physical, mental, and spiritual wellness, in support of the 2022-2026 strategic goals.
8. We will increase engagement with and support of the community through Family Faith Formation activities in consultation with staff.

### **Planned Activities**

1. We will lead the planning and execution of family (FLIGHT) events twice during the year. We will invite different age groups within our church community (youth, adults) to at least one of these events and will encourage families to invite family and/or friends outside of our church community to at least one of these events.
2. We will lead the planning and execution of special events and projects on behalf of children and their families.
3. We will collaborate with staff to develop and provide resources to families, which may include bulletin board content; resources to support children's physical, mental, and spiritual wellness; and/or gatherings of parents.
4. We will collaborate with staff to develop and maintain resources for children in worship.
5. We will provide consultation to staff and other needed support regarding the execution of children's programming, with a focus on connecting and supporting our neighbors and community.

## **COMMUNITY AND GLOBAL MISSION BOARD**

### **Strategic Plan Goals & Planned Activities**

#### **1. Engaging Youth**

**Strategic Goal 1: We will implement creative and effective ways to better engage post-confirmation youth and their families, and young adults.**

**Objective 8: *Lutheran Campus Ministry:* We will support Lutheran Campus Ministry financially, with volunteers, and by providing contact information for Bethlehem students enrolled at their university.**

#### **2. Community Partnerships**

**Strategic Goal 4: We will continue to work in partnerships to serve the needs of the community with relevant purpose and meaningful action.**

**Objective 23: *Refugee & Asylum Seeker Support:* With synod support, we will collaborate with other community churches to provide housing and assistance to families/individuals who are relocated to Mankato, and are seeking asylum.**

**Objective 24: *Connections Shelter:* We will continue to provide funding, meals, and volunteers to Connections Shelter.**

**Objective 26: *Lincoln Park Neighborhood Participation:* We will participate in Lincoln Park Neighborhood Association activities and events.**

**Objective 27: *Compassionate Community:* We will live into our Compassionate Community Charter and participate in Compassionate Community Events.**

**Objective 28: *The REACH:* We will continue to support The REACH with funding and volunteers.**

**Objective 33: *Community Meals:* We will provide a free meal, open to the community throughout the program year.**

#### **3. Embracing Diversity**

**Strategic Goal 5: We will embrace diversity by demonstrating welcome and respect for different identities, listening to develop growing relationships with diverse communities, and working for the good of all in the community.**

**Objective 34: *Community Celebration Presence:* We will have a visible congregational presence at the annual Mankato Pride, Mankato Juneteenth Celebration, and the Mankato Pow Wow.**

**Objective 35: *Diversity Council:* We will annually invite a speaker from the Mankato Area Diversity Council.**

## Other Goals

4. We will support our Monthly Mission Partners.
5. We will provide mission partners/goals and posts for congregation to view in Narthex; engage more Bethlehem members in the support through volunteering with ongoing missions, such as Connections Shelter & Lunch 4 Buck/MSU.
6. We will work with Elizabeth Ruiz for monthly financial updates.
7. We will watch for organizations in the community for mission opportunities.
8. We will work with existing mission partners and organize a Temple Talk (before service) or adult forum.

## Planned Activities

1. We will continue to support long-time missions and look for new possibilities for monthly mission partners.
2. We will promote Monthly Missions using STAR articles, display boards and Temple Talks, Adult Forum or videos.
3. We will work with Connections Shelter and Lunch 4 a Buck/MSU (Jan Blaisdell, contact) programs to provide meals/services
4. We will give consideration to maintaining a permanent box located in the narthex for donated items for Holy Grounds.
5. We will encourage our Monthly Mission Partners to take on responsibility for promoting their missions and encourage the participation of BLC members.
6. We will set financial contribution goals each month for Monthly Missions and post the goals in the STAR article and on the Narthex display.

### Monthly Missions

### Funding Goals

• <b>January:</b> Holy Grounds	\$1,500
• <b>February:</b> Green Lake Bible Camp	\$1,000
• <b>March:</b> ECHO Food Shelf	\$3,500
• <b>April:</b> WELCOME (Cruz Family)	\$3,000
• <b>May:</b> House of Hope	\$2,000
• <b>June:</b> Lutheran World Relief	\$7,000
• <b>July:</b> Partners for Housing	\$1,300
• <b>August:</b> Crossroads Campus Ministry	\$1,000
• <b>September:</b> Iambi School Scholarships	\$8,000
• <b>October:</b> Connections Ministry	\$3,000
• <b>November:</b> The Reach	\$2,000
• <b>December:</b> God's Global Barnyard	\$10,000

## ENDOWMENT BOARD

### Strategic Goals

#### 1. Engaging Youth

**Strategic Goal 1: We will implement creative and effective ways to better engage post-confirmation youth and their families, and young adults.**

We will support the future of Bethlehem, especially by showing concern for the young adults of the congregation, through scholarships for further education of Bethlehem members.

**Objective 9: Scholarships: We will increase the percentage of eligible Bethlehem college students who receive scholarship support from the church through the Endowment Fund.**

**Objective 10: Choir Scholars: We will continue to fund and support the choir scholars program.**

### Other Goals

2. We will continue and inform the Bethlehem community of the long tradition of fiscal responsibility in the management of the Bethlehem's Endowment Fund.
3. We will grow the Endowment Fund through prudent investments consistent with the purpose of the Fund and future donations.

4. We will grow the Endowment Fund by encouraging future contributions.
5. We will share income produced by the Fund in support of Christian missions in the local community and the world at large.
6. We will help fulfill the ongoing mission of Bethlehem by supporting activities outside the regular church budget.

**Planned Activities**

1. We will identify ways to communicate the goals and activities of the Endowment Fund to the congregation, including through the Bethlehem website.
2. We will promote growth and sustainability of the Fund through judicious investments in years ahead.
3. We will develop ways of informing congregation members of donation opportunities available through the Endowment Fund
4. We will select and fund special mission projects of the congregation within the community and the world at large.
5. We will determine and support activities outside the regular church budget that will help fulfill Bethlehem’s ongoing missions (e.g., Choir Scholars program).  
[This activity will help advance Bethlehem’s 2022-25 Strategic Goals-Objective 10]
6. We will select and fund recipients of the annual Endowment Scholarship Program at Bethlehem Lutheran Church.  
[This activity will help advance Bethlehem’s 2022-25 Strategic Goals-Objective 9]

**FACILITIES BOARD**

**Goals & Planned Activities**

1. We will keep the building and grounds safe, clean, and in good working order.
2. We will install a camera system to enhance security.
3. We will continue preparing for future projects for when funding comes available including: LSS Bathrooms, Parking Lot, and Audio/Visual Upgrades.

**FAIR TRADE COMMITTEE**

**Goals**

1. We will promote Fair Trade Products.  
Objective # 1: We will maintain and sell fair trade products at BLC through the front office.  
Objective # 2: We will provide opportunities for BLC members to sample Fair Trade products.  
Objective # 3: We will sell Fair Trade products in the narthex during the month of October after services.
2. We will promote Fair Trade in the community.  
Objective # 1: Participate in one MAFTTI event per year, or as available. NEW: This can include virtual events sponsored by MAFTTI.
3. We will educate BLC members about Fair Trade practices and products.  
Objective # 1: We will speak in front of the congregation about Fair Trade one Sunday during the year.  
Objective # 5: Work with LIGHT program coordinator to incorporate a Fair Trade education component (game, skit, etc.)
4. We will be financially self-sufficient.  
Objective # 1: Fair Trade products will be sold at cost. Our objective is to break even each year.

## **Planned Activities**

1. We will increase purchase opportunities on Sunday morning during Fair Trade Month and certain holidays.
2. We will donate a Fair Trade basket for the Fat Tuesday silent auction.
3. We will participate in Trunk or Treat in October.
4. We will maintain Fair Trade stock in the kiosk at the front office.
5. We will participate in the Mankato Fair Trade Christmas Bazaar.
6. We will make MAFTTI materials available at all functions and in the church office.
7. We will use Fair Trade coffee with church functions.

## **FINANCE COMMITTEE**

### **Strategic Goals**

#### **1. Sharing Gifts**

**Strategic Goal 2: We will empower our members to share the gifts God has given us.**

**Objective 16: Gift Recognition: *We will be responsible with the gifts of our members by telling the story of the impact being made on our social media feed and in worship, by keeping accurate records, and by sending giving statements in a timely manner.***

**Objective 18: Mortgage Payoff Milestones: *We will celebrate milestones as we pay off the church mortgage.***

### **Other Goals & Planned Activities**

2. We will give financial advice as requested by the church Council.
3. We will serve as the Budget Committee to develop recommendations for the 2024 church budget.
4. We will meet semi-monthly throughout the year.
5. We will request at least one more member from the church Council.

## **MUSIC & WORSHIP BOARD**

### **Strategic Goals**

#### **1. Engaging Youth**

**Strategic Goal #1: We will implement creative and effective ways to better engage post-confirmation youth and their families, and young adults.**

**Objective 10: Choir Scholars: *We will continue to fund and support the choir scholars program.***

#### **2. Sharing Gifts**

**Strategic Goal 2: We will empower our members to share the gifts God has given us.**

**Objective 11: Annual Time & Talent Survey: *We will annually survey our members to invite them to use the gifts God has given them to make a difference in the church and the community.***

#### **3. Embracing Diversity**

**Strategic Goal 5: We will embrace diversity by demonstrating welcome and respect for different identities, listening to develop growing relationships with diverse communities, and working for the good of all in the community.**

**Objective 34: Community Celebration Presence: *We will have a visible congregational presence at the annual Mankato Pride, Mankato Juneteenth Celebration, and the Mankato Pow Wow.***

**Objective 36: Reconciling in Christ: We will annually observe Reconciling in Christ Sunday.**

**Other Goals**

4. We will support the Music & Worship Director, choirs, & musicians and maintain our organ and pianos.
5. We will decorate our worship space seasonally and during festivals.
6. We will be responsible for communion service, ushers, paraments and entryway decorations.
7. We will work toward fundraising to support strategic goals as outlined in the 2022-2026 strategic plan.

**Planned Activities**

1. We will support the budget for organ maintenance, music and equipment for our choirs and directors.
2. We will decorate the entryway on a regular basis. We will decorate the sanctuary for fall, Christmas, and Easter.
3. We will maintain volunteers and train any new friends in support jobs.
4. We have hired students for fall semester musician scholar positions. They will be evaluated by the Music Director.
5. We will each bring ideas on how best to support strategic goals.

**PERSONNEL COMMITTEE**

**Strategic Plan Goal & Objectives**

1. **Strategic Goal 3: We will foster a climate of respect and appreciation to nurture the differing perspectives among our members and the greater Mankato community.**

**Objective 21: Conflict Resolution Policy: We will review and update our conflict resolution policy as appropriate. This will be done in collaboration with the BLC Council.**

**Other Goals & Planned Activities**

2. Lay Staff Performance Reviews

Goal: We will complete all 2022-2023 non-pastoral lay staff performance reviews during June-July, 2023. We will complete any required 6-month reviews for new employees during 2023-24.

Activity: Annual reviews shall consist of individual meetings with each staff member, the pastors and representatives of the Personnel Committee:

- Staff self-appraisal of performance based upon established questions and goal accomplishment during 2022-2023 will be reviewed and discussed.
- Staff performance goals will be established for 2023-2024.
- Current staff job descriptions and staff operating handbooks will be updated as needed.

<u>Name</u>	<u>Lay Staff Position</u>	<u>Review Date</u>
❖ Kaitlin Carter	LIGHT/NightLIGHT Coordinator	Summer 2023
❖ Kevin Liebl	Custodian	Summer 2023
❖ Charlie Leftridge	Music Director	Summer 2023
❖ Molly Nelson	Congregational Services Coordinator	Summer 2023
❖ Elizabeth Ruiz	Financial Secretary	Summer 2023
❖ Christine Schulz	Office Assistant and Organist	Summer 2023
❖ Anna Wencil	Family Faith Formation Director	Summer 2023

The following part-time employees were reviewed during the spring of 2023 and will not require an annual review.

- ❖ Marci Rossow Nursery Assistant
- ❖ Grayson Bolstad Weekend Janitor
- ❖ Kellen Schaefer Weekend Janitor



- ❖ Alexa Bolstad                      Weekend Janitor
- ❖ Amy Haigh                              Wednesday Night Supper Coordinator

The following new employee will be reviewed 6 months after the start of employment at Bethlehem:

<u>Name</u>	<u>Lay Staff Position</u>	<u>Review Date</u>
❖ Benny Montalbo	Weekend Janitor	February 2024

**3. Lay Staff & Music Staff Compensation**

Goal: We will make appropriate recommendations for 2024 non-pastoral lay staff & music staff compensation as part of the 2024 Bethlehem annual budget.

We will update the lay staff compensation framework to remain current on employee salaries.

Activity: We will review the results of BLC lay staff performance reviews and current national church employee compensation information to establish appropriate compensation recommendations for the 2024 budget. We will complete recommendations to the Budget Committee at the September 12, 2023 meeting of the Personnel Committee.

We will review and update the lay staff compensation framework at committee meetings during the year based upon current national church employee compensation information.

**4: Lay Staff & Music Staff Vacancies**

Goal: We will conduct job postings, interviews and make recommendations to fill any vacancies that occur in non-pastoral laystaff positions during 2023-2024.

Activity: Should vacancies occur in non-pastoral lay staff positions, we will take appropriate steps, in accordance with established committee procedures, to post positions, interview candidates and make recommendations of candidates to be hired. We will forward recommendations to the Council for official approval at appropriate times during the year.

**5: Personnel Policies & Handbook Update**

Goal: We will review and update the personnel policies and handbook as appropriate from the last update approved in 2023.

Activity: We will review the current personnel policies and handbook to determine the need for appropriate updates. We will make approved changes in the handbook to maintain a current version.

**6: Updates of Current Lay Staff Job Descriptions & Development of New Job Descriptions**

Goal: We will complete appropriate updates of non-pastoral lay staff job descriptions and develop new job descriptions as needed.

Activity: We will review existing lay staff job descriptions after the annual performance reviews of lay staff to determine the need for any appropriate revisions and make appropriate updates.

**7: Lay Staff Operating Handbooks & Calendars**

Goal: We will update operating handbooks & calendars that detail responsibilities completed on a daily, weekly and monthly basis during the year for all BLC non-pastoral lay staff positions. These are designed to facilitate any future transition in non-pastoral lay staff personnel.

Activity: We will update staff operating handbooks based upon feedback provided by staff during the annual performance reviews.

We will develop a new staff operating handbook for the LIGHT/NightLIGHT Coordinator position.

**STEWARDSHIP BOARD**

**Strategic Plan Goals**

1. Pledges

**Strategic Goal #2: We will empower our members to share the gifts God has given us.**

2. Time & Talent Survey

**Strategic Goal #2: We will empower our members to share the gifts God has given us.**

We will update, distribute and promote completion of the Time & Talent Survey in the fall.

3. Legacy Giving:

**Strategic Goal #2: We will empower our members to share the gifts God has given us.**

We will annually promote legacy giving to our members.

4. Mortgage Payoff & Capital Campaign Pledges

**Strategic Goal #2: We will empower our members to share the gifts God has given us.**

We will promote fulfillment of 2023-2025 capital campaign pledges and celebrate major financial benchmarks in the payoff of the BLC mortgage.

5. Time & Talent Recognition

**Strategic Goal #3: We will foster a climate of respect and appreciation to nurture the differing perspectives among our members and the greater Mankato community.**

We will recognize the contributions of time, talent and effort by BLC members in support of the church mission and ministry.

**Other Goals**

6. Planned Giving Reading: We will read and implement appropriate planned giving ideas from the collection of articles Stewardship 101: An Invitation to Financial Stewardship.

7. Narrative Budget: We will share 2024 narrative budget information with the congregation to communicate the programs and successes of the BLC mission and ministry that relate to our financial stewardship.

8. Electronic Giving: We will continue to promote electronic giving by BLC members to complete annual pledges and special contributions. An increase in the current member electronic giving totals is the goal. This will facilitate regular member giving and provide the revenue stream needed to meet regular church expenses during the year.

9. Thrivent Action Grants & Thrivent Choice Giving: We will continue to promote and coordinate Thrivent Action Grants and Thrivent Choice Giving by BLC members to support church programs and activities.

**Planned Activities**

1. Pledges:

**Strategic Goal 2: *Objective 17: We will increase the number and percentage of members who make a pledge commitment.***

We established a goal of securing an increase of 10% in the number of members making general fund pledges during the fall stewardship campaign.

2. Time & Talent Survey

**Strategic Goal 2: *Objective 11: We will annually survey our members to invite them to use the gifts God has given them to make a difference in the church and community.***

**Strategic Goal 2: *Objective 12: We will update our survey annually to ensure opportunities are presented that reflect our mission, strategic goals, and where the Spirit is leading.***

**Strategic Goal 2: *Objective 13: We will annually increase the number and percentage of church members completing the survey.***

We will distribute the compiled information to boards/committees to use to promote their membership and activities.

3. Legacy Giving

**Strategic Goal 2: *Objective 19: We will annually promote legacy giving to our members and obtain one legacy commitment per year.***

- A. We will increase our understanding of legacy giving and promote financial legacy gifts from members to enhance the ministry and mission of the church.
  - B. We will update and mail legacy-giving information to all members in March/April with follow-up provided by the lead pastor with members who have chosen to participate.
  - C. We will update and provide current Stewardship “Dream Projects” in the mailing to identify specific legacy gift options for designation by members.
  - D. We will provide legacy-giving information in worship services via printed bulletins and verbal presentations as well as in the monthly STAR newsletter.
4. Mortgage Payoff & Capital Campaign Pledges
- Strategic Goal 2 - Objective 18: We will celebrate milestones as we pay off the mortgage.***
5. Time & Talent Recognition
- Strategic Goal 3: Objective 20: The Lead Pastor and Stewardship Board will send a minimum of ten written thank-you notes to Bethlehem members per month.***
6. Planned Giving Reading: We will hold discussion each meeting on the contents of the collection of articles Stewardship 101: An Invitation to Financial Stewardship to identify and implement new planned giving concepts and activities.
7. Narrative Budget: We will highlight information about BLC programs and activities in the financial details of the 2024 narrative budget.
8. Electronic Giving: We will provide information and sign-up opportunities during the fall stewardship pledge campaign. We will provide additional information and reminders throughout the year in worship bulletins and the STAR newsletter.
9. Thrivent Action Grants & Thrivent Choice Giving: We will conduct activities to identify appropriate BLC needs for Thrivent Action Grant funding and facilitate the application process to secure such grants. Thrivent Choice dollars will be actively promoted as contributions to support Bethlehem programs and activities.

## **WELCOME & INCLUSION BOARD**

### **Strategic Goals & Objectives**

#### **1. Engaging Youth**

**Strategic Goal 1: We will implement creative and effective ways to better engage post-confirmation youth and their families, and young adults.**

**Objective #5: New Member Orientation: New member families with high school youth will receive an orientation to the high school program.**

#### **2. Respectful Climate**

**Strategic Goal 3: We will foster a climate of respect and appreciation to nurture the differing perspectives among our members and the greater Mankato community.**

**Objective #22: Diverse Perspectives: We will invite one community member or organization each month to represent diverse voices and perspectives, and to present to our worship gathering, adult forums, and youth groups.**

#### **3. Community Partnerships**

**Strategic Goal 4: We will continue to work in partnerships to serve the needs of the community with relevant purpose and meaningful action.**

**Objective #23: Refugee & Asylum Seeker Support: With synod support, we will collaborate with other community churches to provide housing and assistance to families/individuals who are relocated to Mankato, and are seeking asylum.**

**Objective #26: Lincoln Park Neighborhood Participation: We will participate in Lincoln Park Neighborhood Association activities and events.**

**Objective #27: Compassionate Community:** *We will live into our Compassionate Community Charter and participate in Compassionate Community Events.*

**Objective #28: Community Use of Facilities:** *We will actively promote, recruit, and invite groups to use the Bethlehem facilities.*

**Objective #29: Neighborhood Connections:** *We will develop and implement a strategy to connect with the neighborhood and businesses.*

**Objective #33: Community Meals:** *We will provide a free meal, open to the community throughout the program year.*

#### **4. Embracing Diversity**

**Strategic Goal 5:** We will embrace diversity by demonstrating welcome and respect for different identities, listening to develop growing relationships with diverse communities, and working for the good of all in the community.

**Objective #34: Community Celebration Presence:** *We will have a visible congregational presence at the annual Mankato Pride, Mankato Juneteenth Celebration, and the Mankato Pow Wow.*

**Objective #35: Diversity Council:** *We will annually invite a speaker from the Mankato Area Diversity Council.*

**Objective #36: Reconciling in Christ:** *We will annually observe Reconciling in Christ Sunday.*

**Objective #37: Reconciling Works Support:** *We will annually make a financial contribution to Reconciling Works to support their work.*

**Objective #38: Diverse Religious Instruction:** *We will present a unit on our neighbors' faith to our confirmation students to help them understand Islam, Judaism, and other religious traditions.*

### **YOUTH BOARD**

#### **Strategic Goals & Objectives**

##### **1. Engaging Youth**

**Strategic Goal 1:** We will implement creative and effective ways to better engage post-confirmation youth and their families, and young adults.

**Objective #1: Time & Talent Survey:** *We will annually survey our post-confirmation youth, inviting them to tell us of their talents, gifts, and interests, and provide them opportunities to use their gifts.*

**Objective #2: Mental Health:** *We will address the youth mental health crisis, creating spaces and gatherings that nurture mental health within our programs.*

*We will create a list of mental health resources for youth in our community.*

**Objective #3: Outreach:** *We will reach out to youth groups in other communities and identify how we can better engage youth after confirmation as we find a model that works with our staffing and volunteer structure.*

*We will host consistent gatherings for post-confirmation youth.*

**Objective #5: New Member Orientation:** *New member families with high school youth will receive an orientation to the high school program.*

**Objective #6: New Youth Initiatives:** *We will develop one new small group/program/event per year, addressing identified needs of young adults, and/or young adult families.*

**Objective #7: Intergenerational Activities:** *We will promote an intergenerational activity twice a year in which all Bethlehem members will be invited to participate.*

## 2. Sharing Gifts

**Strategic Goal 2:** We will empower our members to share the gifts God has given us.

**Objective #13: *Survey Response Rate:*** We will annually increase the number and percentage of church members completing the Time & Talent Survey.

## 3. Respectful Climate

**Strategic Goal 3:** We will foster a climate of respect and appreciation to nurture the differing perspectives among our members and the greater Mankato community.

**Objective #22: *Diverse Perspectives:*** We will invite one community member or organization each month to represent diverse voices and perspectives, and to present to our worship gathering, adult forums, and youth groups.

## 4. Embracing Diversity

**Strategic Goal #5:** We will embrace diversity by demonstrating welcome and respect for different identities, listening to develop growing relationships with diverse communities, and working for the good of all in the community.

**Objective #38: *Diverse Religious Instruction:*** We will present a unit on our neighbors' faith to our confirmation students to help them understand Islam, Judaism, and other religious traditions.

## Other Goals & Planned Activities

5. We will lead hands-on projects during Torchlight & Confirmation, such as baptism blankets & Confirmation Stolemaking (also known as Stoleapalooza).
6. We will build upon our successful youth participation on the 2023 Montana Trip and camp week at Shores of St. Andrew. We will get youth excited for experiences & trips.
7. We will explore new ways of communicating and inviting people to events. We will explore various ways of inviting via social media as well as personally inviting kids to youth events, especially one that isn't your child.