



**DUTILH  
CHURCH**  
A Loving Community



# Strategic Plan

2024-2028

*“Let the word of Christ dwell in you richly...and whatever you do, whether in word or deed, do it all in the name of the Lord Jesus Christ.” (Colossians 3:16-17)*

# Our Mission

To make disciples of Jesus Christ who love God, love others, and love to serve.

# Our Vision

A community where everyone is known by name, loved for who they are, and empowered to follow Jesus Christ.



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# Our aspirations

We aspire to be:

- Christ-like
- Outward-focused
- Discipling
- Multi-generational
- Relational



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## Leadership Board 2023

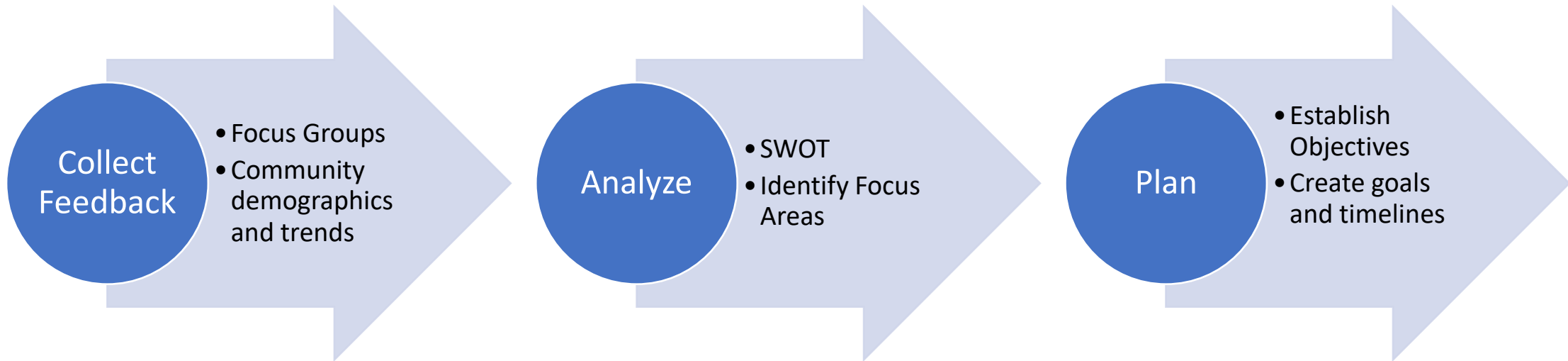
Garrick Barnett  
Susan Boddy  
Jill Easterling

Dale Gold  
Kristy Harrison  
Brittaney Lucas

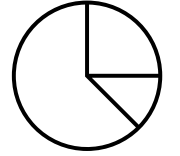
Ben Murray  
Veronica Runyan  
Lori Sedlak



# Strategic Planning Process



# Focus Group Session Breakdown



## Focus Group Format

7 Focus groups held

- 1-hour sessions
- 2 held virtually via Zoom
- 1 for Dutilh Student Ministry (DSM)
- 7 open-ended questions

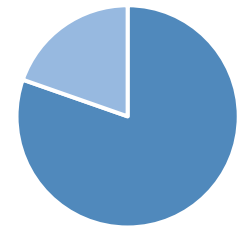


*Let's not forget the introverts and those that would never sign up for a focus group!*

## Demographics of Participants

56\* Total Participants

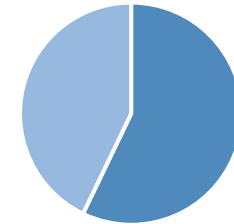
Age Group



■ Adults ■ Youth

45 Adults  
11 Youth

Sex



■ Women ■ Men

32 Women  
24 Men

*\*2 Facilitators not included in the above count*

# Key Themes from the Focus Groups

The congregation wants to feel more connected and informed.

Concern about unintentionally forgetting our “super seniors.”

Phase one of Make Room was a success, but what is next?

Some volunteers experience burnout.

Appreciation for the strong work of the pastors and staff.

Desire for clarity on the future of the UMC and Dutilh’s denominational identity.

# SWOT Analysis

## Strengths

- Biblical Preaching
- Multi-generational programming
- Hospitality to community groups
- Gifted, accessible, and engaged pastors and staff
- Commitment to transparency and honesty from leadership
- A centrist approach that is apolitical, non-divisive, focused on gospel essentials.

## Weaknesses

- Inviting, welcoming, engaging, and assimilating new guests
- Lack of relational connections, particularly between the two worship services
- Lack of awareness by church and community of various programs, ministries, and events
- Volunteer burnout
- Lack of adequate meeting spaces to meet demand, resulting in overuse of facility.

## Opportunities

- Grow the church by connecting with new residents.
- Improve outdoor space to make the church more visible and inviting.
- Use technology to take biblical teaching and the church's message to wider audiences
- Create a volunteer dashboard to connect people with opportunities to service
- Reach younger adults who do not have children

## Threats

- The future of the UMC and impact of schism
- Economic uncertainty and the impact on offerings
- Politically divisive climate
- Community ethos that attempts to please everyone

# Areas of Focus



Engagement



Worship



Community Outreach



Next Generation



Make Room



Sustainability





# Engagement

**Objective:** We will welcome new people to become disciples and provide opportunities for disciples of all ages to grow in faith.

**Desired Outcomes:**

- Increase number of fully-engaged adults from 6% to 25% of the congregation.
- Welcome an average of 30 new members per year – a total of 150 new members by the end of 2028.





# Engagement

## Strategies

Strategy	Owner
1. Create video curriculum that small groups and individuals can use to learn how to read the Bible and pray by June 30, 2024.	Tom Parkinson
2. Create 10 new small groups by December 31, 2024.	Sarah Hogue
3. Continued engagement of adults through the Men's Ministry, Graceful & Grateful, and Faithful Followers.	Tim Holt, Lori Sedlak, Dee Hamerly
4. Fully implement the strategy for welcoming and engaging new guests by December 31, 2024.	Tom Parkinson



# Worship

**Objective:** We will increase access to and participation in Christ-centered worship.

**Desired Outcome:**

Grow average worship attendance to 600 worshipers per week by 2028.





# Worship

## Strategies

Strategy	Owner
<p>1. Increase weekly attendance at the 11:00 service to 150 by December 31, 2025.</p> <ul style="list-style-type: none"><li>• Capitalize on music ministry growth</li><li>• Raise awareness of the traditional worship offering</li></ul>	Tom Parkinson
<p>2. Launch a third weekly service at a time other than Sunday morning by December 31, 2026.</p>	Tom Parkinson
<p>3. Keep up with current technology to enhance online worship as a means of reaching new people.</p>	Matt Cosgrove
<p>4. Create a ride-sharing ministry to ensure that all (especially seniors) are able to attend in-person worship by December 31, 2024.</p>	Margaret Brandt



# Community Outreach

**Objective:** We will go beyond the walls of the church to serve in Jesus' name, creating more visibility for our church and a greater witness for Jesus Christ.

**Desired Outcomes:**

- Dutilh will be known as the church who cares for the least.
- Dutilh will be known and recognized in the wider community





# Community Outreach

## Strategies

Strategy	Owner
1. Develop quarterly “come and see” events to provide the community with reasons to come have positive experiences at Dutilh Church.	TBD
2. Through Graceful & Grateful and the Men’s Ministry, develop existing and create new community partnerships.	Lori Sedlak, Tim Holt
3. Starting in 2024, have a congregation-wide community service day at least once annually.	TBD
4. Improve visibility by upgrading roadside signage by December 31, 2025.	Beth Gavaghan



# Next Generation

**Objective:** We will invest in children and students and raise up the next generation of Christ-like leaders for our church, community, and world.

**Desired Outcomes:**

- Children and students will learn to read the Bible devotionally, cultivate a prayer life, and share their faith.
- Mentoring relationships will connect children and students with mature believers.
- Parents will be supported in nurturing the faith of their children.
- Children and students will learn to serve in the community and world.
- By age 18, Dutilh students will be ready to continue their journey with Jesus, staying engaged in a local church.



# Next Generation

## Strategies

Strategy	Owner
Fully implement the Pathway of Discipleship for ages birth through 18 years of age by December 31, 2024.	Sarah Hogue Heather Shoffstall Julie Willoughby
Provide opportunities for parents of children and students to learn and support one another in faith-based parenting.	Sarah Hogue Heather Shoffstall
Create a ministry that engages young adults between the ages of 18 and 30 by December 31, 2025.	TBD





# Make Room

**Objective:** We will make room for others to connect with God by expanding our church building to support future ministries.

**Desired Outcomes:**

- Creation of a children's ministry center.
- Added space for small groups, community groups, and other ministries.
- A certifiable, commercial grade kitchen.





# Make Room

## Strategies

Strategy	Owner
1. Engage an architect to update the facility master plan by December 31, 2024.	Beth Freiss
2. Pay down phase one mortgage to less than \$500,000 by December 31, 2025.	Barbie Battaglia
3. Conduct a capital funds campaign to raise support for phase II construction by December 31, 2026.	Capital campaign committee
4. Complete Phase II construction by December 31, 2027.	Building committee



# Sustainability

**Objective:** We will secure the church's future by settling questions of denominational identity and teaching practices of biblical stewardship.

**Desire Outcomes:**

- Full commitment to denominational identity.
- Increased offerings to support growing ministries.





# Sustainability

## Strategies

Strategy	Owner
1. Lead the congregation through a process to discern and decide denominational affiliation by December 31, 2025.	Leadership Board
2. Create teaching content on tithing and biblical practices of generosity to be used with the congregation by December 31, 2024.	Tom Parkinson
3. Develop the annual stewardship campaign and increase communication about stewardship throughout the year by December 31, 2024.	Tom Parkinson



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