

## Church Profile Form



### Section A. Background Information

Today's Date: *Aug 10 / 2025* / Position to be filled: Full Time Called Pastor

1. Name of church: Meadow Hill Reformed Church
2. Web address: [www.meadowhillreformedchurch.com](http://www.meadowhillreformedchurch.com)

3. Address: 211 Fletcher Drive North  
Newburgh, NY 12550

Telephone: (845) 564-2279; E-Mail address: [inhchurch@verizon.net](mailto:inhchurch@verizon.net)

4. Classis: Orange

5. Classis Supervisor: Rev Jim O'Connell  
Address: Walden Reformed Church  
70 Scofield Street  
Walden, NY 12586

Telephone: (201) 574-6407; E-Mail address: [revjimoc@gmail.com](mailto:revjimoc@gmail.com)

6. Chair of search committee: Anthony (Tony) Brown  
Address: 168 McKinstry Road  
Gardiner, NY 12525

Telephone: (845) 401-7449;

E-Mail address: [searchmeadowhillreformedchurch@gmail.com](mailto:searchmeadowhillreformedchurch@gmail.com)

**7. Membership:**

Time of worship 10:30 AM	Five years ago	Today
Active Confessing Members	57	39
Inactive Confessing Members	9	9

**Comment on significant changes:** No significant changes, with the exception of a few new families identifying as Hispanic.

**Age of all active members (baptized and confessing)**

2%	0-20 years old
3%	20-34 years old
11%	35-49 years old
31%	50-64 years old
53%	65 years and older

**8. Racial/Ethnic composition of congregation:**

5%	African American
1%	Asian
49%	Caucasian
45%	Hispanic
%	Other: (please specify)

**9. Worship schedule:**

**Average Attendance (includes adults and children)**

Time of worship				Average attendance Five years ago	Average attendance Today
10:30 am	x	pm		50	40
am		pm			

**Comment on significant changes:** Some Growth in Hispanic population  
Virtual live attendance averages 20 each Sunday. We have many "hits" to YouTube.

**10. Describe a typical worship service (order of worship, music, etc.) What is your congregation's preferred style or styles of worship? Attach a bulletin, if available.**

See attached bulletin which is indicative of a typical service. Since we do not have an organist/pianist at this time, we use digital music, using a computer and projector for the congregation to follow along with the hymns/praise songs. The congregation would like to have live music and we are working on that. We serve communion on the first Sundays of each month. During the months that have five Sundays, the teen lead the worship on the fifth Sunday. SEE ATTACHED BULLETIN

**11. Financial Information: Attach a copy of most recent Consistorial Report and Annual Budget if available. SEE ATTACHED CONSISTORIAL REPORT AND BUDGET**

	Five Years Ago	Today
Total RCA related contributions	\$ 8,778	\$ 7,214
Total other contributions	\$ 189,253	\$ 188,254

**Percentage of total budget contributed by living donors:**

100-90 %		
75-89 %		
60-74 %		
45-59 %		
44 % or less	x	

*(Please include a copy of your annual budget)*

**12. Congregational Giving:**

**Number of those whose annual contribution is:**

Less than \$500	12
\$501- \$1,500	7
\$1,501- \$2,500	4
\$2,501-\$3,500	4
Greater than \$3,500	5

**13. Financial assistance:** Do you receive financial assistance beyond the congregation? (rents, etc.) Yes ☒ No

If yes, amount received last year: \$ 118,000: Montfort Trust

\$ 5,000: Barnabas Trust

List other fundraising programs that support the church:

- Annual church BBQ
- Pancake Breakfast
- Raffles during Annual Holiday Dinner
- Annual Senior Citizens Thanksgiving Dinner (donations only)
- Occasional community donations in support of church events in order to keep costs down.

**14. Church/Sunday School: Average Attendance**

Average attendance Five years ago	Average attendance Today
Adult - 4	Adult - 8
Men's Bible Study - 5	Men's Bible Study - 6
Children - 6	Children - 5
	Teens - 3

**Comment on significant changes:**

We have dedicated Sunday School Teachers each Sunday for the teens and adults at 9:30 before worship. The children meet with consistent teachers during worship for children's church each Sunday. The men's Bible Study meets every Wednesday morning.

**15. Describe briefly all educational programs (including children, young adult, adult).**

- Children's Church is held during morning worship
- Teen Sunday School is held before morning worship
- Adult Sunday School is held before morning worship
- Men's Bible Study is held on Wednesday morning

**16. Church groups/organizations: Briefly describe ministry purpose of each group. (use separate sheet if necessary)**

<b>Name of group</b>	<b>Frequency of Meeting (i.e. weekly, bi-monthly, etc.)</b>	<b>Attendance</b>
<b>Children's Church</b>	<b>Meets Sundays at 10:30 during worship: two consistent teachers</b>	<b>5</b>
<b>Teen Sunday School</b>	<b>Meets Sundays at 9:30: two consistent teachers</b>	<b>4 (one via Zoom)</b>
<b>Adult Sunday School</b>	<b>Meets Sundays at 9:30: led by the Pastor</b>	<b>8</b>
<b>Prayer Meeting via Zoom</b>	<b>Meets Wednesdays at 7:00 PM</b>	<b>15</b>
<b>Men's Bible Study</b>	<b>Meets Wednesdays at 9:00 AM</b>	<b>10</b>

**Church groups/organizations: Briefly describe ministry purpose of each group. (Use separate sheet if necessary):**

- **Care and Outreach Committee:** meets almost monthly to plan events/activities with usually 10+ in attendance
- **Worship and Spiritual Life Committee:** meets quarterly or as needed to plan/advise on worship services and the spiritual life of the church. Helps the pastor with ideas for services and discusses technology related to worship with 5 in attendance
- **Men's Group:** Besides the Wednesday Bible Study, they meet twice per month for breakfast and fellowship with an average of 10 in attendance
- **Christian Education:** the teachers meet as needed to discuss plans for the students and curriculum with 2-5 in attendance. A lot of their interaction is via text due to work schedules.
- **Consistory:** meets monthly to discuss/approve actions for the church. They oversee the budget, building/facilities, administration and other actions as necessary with 5 Elders, 5 Deacons and the Pastor in attendance
- **Ushers/Greeters:** meets as needed to train new volunteers. There is one greeter and two ushers each Sunday. Currently there are 10 volunteers.
- **Publicity:** meets as needed to discuss Facebook, community engagement, videos, posts for social media and technology.

17. Comment on one event or experience over the last year that has significantly contributed to the spiritual life of the congregation.

- Summer of 2024 we had a fairly large gathering for an outdoor baptism service. We do not have a baptismal indoors so we rented a large tent and bought a large inflatable pool. Four teens were baptized with many congregants watching, seated in chairs, under the tent. The regular morning worship service incorporated the baptism. It was a very spiritually moving experience for all who attended.
- Also, some members of the consistory met many times during 2024 to embark on a feasibility study based on our Mission and Vision. Many ideas resulted in a report to Consistory and it has helped drive many of the activities/events and worship that we carried out in 2025 so far.

18. Buildings: Please describe church-owned or rented buildings and purpose.

- Parsonage: housing for the Pastor and family on church grounds.
- Church: Known in the community as the "church in the round" due to the circular design. It is a landmark in the Meadow Hill neighborhood. It is where we worship weekly or hold meetings, events and activities on an on-going basis.

19. Do you plan any capital expenditure during the next five years? Yes ☒ No ☐

If yes, please explain briefly: Currently developing some long range capital plans. As a stick-built church on a slab, it is showing its age. We need to replace windows and upgrade bathrooms.

20. Is there a mortgage indebtedness? Yes ☐ No ☒

Amount: \$

Of how long standing?

Annual rate of repayment

21. Pastor's study:

In church ☒ in parsonage ☐ Other ☐ Not Provided ☐

22. List all paid staff in addition to the pastor:

Position				
Bookkeeper/Administrative Assistant	Full time	<input type="checkbox"/>	Part time	<input checked="" type="checkbox"/>
Technology Director	Full time	<input type="checkbox"/>	Part time	<input checked="" type="checkbox"/>
Teen Leader	Full time	<input type="checkbox"/>	Part time	<input checked="" type="checkbox"/>

**23. Consistory Membership: What method is used in selecting members?**

A nominating committee presents candidates to the consistory for a vote. The slate is posted three weeks before the congregation votes. This process takes place during the fall so the new Deacons and Elders can start in January.

**Please list present Consistory members (Put a check in the box where appropriate)**

Elder	Deacon	Male	Female	Occupation
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Jacqueline Borges (retired)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Anthony Brown (retired)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Jane Brown (retired)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Daniel Bustillo (hospitality)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Ruth Bustillo (hospitality)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	LeeAnn Laubscher (nurse)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Anita Seaman (retired)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Jacquelyn Vasquez (teacher)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Tomas Vasquez (I/T Education)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Judy Kinney (retired)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**24. What leadership roles do women currently fill in your church?**

Bookkeeping/Admin Assistant, Vice President of Consistory, Clerk of Consistory, Children's Church leaders, Elders, Deacons, Committee Chairs

**25. In our congregation... (please check appropriate box)**

	Few have...	Many have...	Most have...
Had up to twelve years of formal education	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Had some education beyond high school	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A college degree	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A graduate degree	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**26. In our congregation... (please check a box)**

	Few are...	Many are...	Most are...
Scientists & Engineers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Farmers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business People	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Students & Teachers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Industrial Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Office Workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**27. Special training/experience desired: (describe briefly).**

- Training in elder care for older congregation
- Fluent in English and Spanish
- Demonstrated work with youth/teens
- Somewhat of a musical background
- Sound Reformed theology
- Administrative experience working with office staff and church Consistory
- Growing a church spiritually and congregation growth



**28. Languages:**

Should your pastor be fluent in any language other than English?

Yes ☒ No ☐ If yes, please explain.

As a growing Hispanic congregation, Spanish and English are highly recommended.

**29. The salary we are prepared to offer our new pastor is the amount commiserate with the Board of Benefits range based on experience. The average annual increase to our pastor over the past three years was \$55,000 as he is at the top.**

**30. Is a parsonage provided? Yes ☒ No ☐**

If so, is it on site with the church? Yes ☒ No ☐

If the parsonage is not on site with the church, how far from the church is it located?

**31. Is a Minister's housing allowance in lieu of a parsonage a negotiable option?**

Yes ☐ No ☒

**32. The benefits/business expenses we will provide our pastor are: (Please check those provided or give amount as requested.)**

**The benefits/business expenses we are prepared to offer the new pastor is the amount commiserate with the Board of Benefits range.**

Base Salary	\$
Housing Allowance	\$
Parsonage provided? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Travel Reimbursement	\$
Social Security (Amount)	\$
Book Allowance (Amount)	\$
Continuing Education Allowance (Amount)	\$
Provision for Sabbatical	\$
Other (Specify Below)	\$

xYes	No	Retirement
xYes	No	Major Medical Insurance
xYes	No	Health/Hospital Insurance
xYes	No	Life Insurance
xYes	No	Dental Insurance
xYes	No	Unemployment Insurance
xYes	No	Disability Insurance

**Annual Vacation (Number of Weeks) To Be Negotiated**

**Necessary Comments regarding above:**

**33. Community served: (please check one)**

<b>Rural: Under 2,500</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Town: 2,500-9,999</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Small City: 10,000-49,000</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Metropolitan-Suburban: 50,000+</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Metropolitan-Urban: 50,000+</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Metropolitan-Inner City: 50,000+</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Other:</b>	<input type="checkbox"/>	<input type="checkbox"/>

**34. Cooperative ministry: In what ways have you cooperated with other churches in your community during the past year?**

- **Classis meeting held at MHRC**
- **Pastor is part of the area Interfaith Council. He is often invited to speak at various houses of worship or community services.**
- **MHRC hosted the World Day of Prayer service**
- **There is a weekly prayer gathering via Zoom. Folks from all over join.**
- **Pastor preached at the Newburgh waterfront Ecumenical Easter Sunrise service and folks from our congregation attended.**
- **We have been included as a site for the area Lenten Series services. Pastor is always one of the preachers at one of the services.**

**35. Community involvement: In what community programs or projects have you participated during the past year? (As an organization, not as individuals.)**

- We participated by giving donated food to the Loaves and Fishes Thanksgiving for folks who would not otherwise have Thanksgiving.
- We participate in the Samaritan's Purse Christmas Shoe Box program.
- We participate in Habitat for Humanity through giving and annual march.
- MHRC is a polling place
- MHRC is the location for a community dart league on Thursday evenings
- All 4 Jesus participants hand out our tracks and information during Christmas and Easter.
- We host an annual Chicken BBQ
- We host, free of charge, an annual Thanksgiving dinner for seniors and others who might not have family to share Thanksgiving.

**36. What denominations or religions are present within three miles (in rural areas, consider the county) where your church is located?**

- Lighthouse Bible Baptist Church
- Crossroads Assembly of God
- Leptondale Bible Church
- Mt Carmel Church of Christ
- Our Lady of the Lake Chapel
- Echo Grace Church
- Greater Grace Church of God
- Living Cornerstone Ministries Church of God in Christ
- Daughters of Mary Immaculate
- Gardnertown United Methodist Church

**37. Outreach: What is your strategy to reach un-churched people in your community?**

Coordinating special events such as Pancake Breakfasts, Thanksgiving Dinners, Chicken BBQs; inviting Groups that we support to the church; providing services via Zoom, Facebook and YouTube

**38. The income level of the people in our congregation tends to be: (please check one)**

About Average for our community

**39. Describe the community and school system: (provide website links where appropriate.)**

SEE ATTACHED PAGE WITH LINKS

**40. Record of last three pastors:**

Name	Dates
Diana Smith	1999 to 2000
Tom Hendricks	2003 to 2010
Irving Rivera	2012 to 2025

**41. Please complete your profile with the following contacts:**

Name	
Anita Seaman	Vice President, Consistory
Reverend James O'Connell	Classis Supervisor

**Section B. Reflections**

Please answer the following questions, adding your own experiences where appropriate.

- 1) What is the stated mission, vision or purpose of your congregation?  
**SEE ATTACHED VISION AND MISSION**
- 2) What goals have been developed from your mission and vision over the next 5 years? (Example new programs or outreach ministries.) Include long range or strategic plan. **SEE ATTACHED FEASIBILITY STUDY**  
In the fall of 2024 we developed an Action Plan based on the stated vision and mission of our church. See Attached. We are now auctioning these plans and ideas. For example we hosted a Family Retreat at the Warwick Conference Center in May. 30 people attended. We are taking a church trip to Sight and Sound on August 2 with 30 people attending to see NOAH. This will be a one day trip via hired bus.
- 3) Describe the strengths of your church, the best of what you are as a community, and what you can offer a new pastor.
  - Work well together
  - People step up when needed
  - Congregation very supportive of Benevolent causes

**4) Explain the strategies or ideas that most excite your church in becoming or remaining missional.**

- Special circumstances and disasters that we give to
- Communication strategies are key
- Creating and following the Feasibility Study
- Consistory communication to congregation
- Equitable hospitality
- Get on Next Door Neighbor and Facebook to post

**5) Name three of your church's most passionate hopes and why they are significant.**

- Growth
- Supporting missions – local and abroad
- Youth – all ages; in need of a teacher of 6-8 grades Sunday School

**6) How do you hope someone who visits your church would describe what s/he considers to be most important?**

- Friendliness
- Love, God's love
- Pastor grounded in Reformed Church theology
- Ability to support children's programs
- Mission focused and outreach programs

**7) Name at least one challenge facing your new pastor.**

- Language
- Keeping youth involved/engaged
- Pastoring diverse ages but mostly elderly
- Growing the congregation – mainly younger families
- Maintaining the current congregants
- Facility maintenance
- Becoming self-sufficient financially and not relying on endowment – more giving by growing
- Encouraging everyone to be involved with activities.

**8) Describe your vision and hopes for your church and your pastor over the next 5 years.**

- **Continue growing**
- **Involving all congregants in different activities or volunteering**
- **Better integrate congregation into church life**
- **Continue to follow the Feasibility Study**
- **Follow Vision and Mission**
- **Replace windows**
- **Repairs, etc. to parsonage**
- **Vacation Bible School – start again for children and teens**
- **Start knocking on doors in the neighborhood for personal outreach**
- **Develop ministry to outreach to our neighbors**
- **Have a BBQ for neighborhood**
- **Continue fundraising efforts to help with costs of events**

**9) Explain whatever else you would like your potential pastor to know about your church. SEE ATTACHED CONGREGATIONAL SURVEY OVERVIEW**

## Release Statement

**We, Meadow Hill Reformed Church, acknowledge that the information in this Church Profile is accurate and complete. We authorize the Office of Ministry Services (OMS) to release this profile to designated recipient(s) seeking positions as ordained Ministers of Word and Sacrament, including posting of this profile on the RCA website.**

Antonia S. Seaman  
Signature of Vice-President, Consistory

10 Aug 2025  
Date

Anthony E Brown  
Signature of Search Team Chairperson

10 Aug 2025  
Date

**Week of August 17, 2025:**  
**Wednesday Morning Bible Study at 9:00 AM in Parlor**  
**Wednesday Night Prayer (Zoom) at 7:00 PM**

**UPCOMING NEWS:**

**Please remember to sign up for Fellowship**  
**Check bulletin board for sign ups.**

**Christian Education:**

**All Sunday classes will resume on September 7, 2025**

**Feel free to contact Pastor Irving by calling the church at 845-564-2279 or you may Email him at [pastorirv@yahoo.com](mailto:pastorirv@yahoo.com)**  
**Phone: 845-541-3354**

**Vision Statement**

- **Welcome and include people from all walks of life.**
- **Create ways to minister which will serve the needs of all ages.**
- **Recognize that everyone has gifts which can advance God's work in our midst.**
- **Reach people in the larger community through cooperative and original forms of service.**

# Meadow Hill

Reformed Church

*"A community of Christians who believe that  
Jesus is the risen Son of God."*



**August 17, 2025**



## **WORSHIP SERVICE**

**August 17, 2025**

### **WELCOME/ANNOUNCEMENTS**

#### **CALL TO WORSHIP:**

**L:** We are here to touch the hem of grace,

**P: To let go of the hidden worry, the crippling wound,**

**L:** To feel a surge of forgiveness, a rush of joy,

**P: To touch hope and linger in mystery,**

**L:** To hear our name whispered and life affirmed,

**P: To sing praises and dwell in peace.**

**SONG:**     “Trust and Obey”

#### **PRAYER OF INVOCATION:**

God of justice, will you draw near? Whether we struggle to pay our bills, to feed our children, to find work that sustains, or to live ethically in this complicated world, you promise us there is Good News for us. Set us free from stories and systems that destroy and set us on a path towards one another. Give us hearts that are gracious and fill us with zeal for justice until together, we birth a new world free of exploitation of labor, of bodies, of the land, and of the life you intend for us. Amen.

**Song:**     “*What A Friend We Have In Jesus*”

#### **PRAYER OF CONFESSION:**

O Creator God, by whose hands we are made and whose hands we are held, how feeble is our faith in your loving kindness, how wavering our trust in your lordship over all! O Christ, through whose pierced hands and side we are set free from bondage to sin and death, how slow are we to believe news almost too good to be true, how unable to share it with others. Eternal God the Father, Son and Holy Spirit have mercy upon us, pardon our sin, and grant us your peace. Amen.

#### **WORDS OF ASSURANCE**

The Lord is merciful and slow to anger, he will forgive us our sins and cleanse us from all righteousness

#### **GLORIA PATRI**

**SCRIPTURE:** 2 Corinthians 12:7-10

**SERMON:** **Pastor Irving Rivera**

“The Slow Steady Undertow of Grace”

**CLOSING SONG and OFFERTORY:**

“He Will Carry You”

**\*DOXOLOGY**

**\*BENEDICTION**

# **MEADOW HILL REFORMED CHURCH**

## **OUR VISION**

### **VISION STATEMENT**

Meadow Hill Church is a community of Christians who believe that Jesus is the risen Son of God. We seek guidance and courage from God in living out the message of the Bible.

We will work as a team to do the following:

- Welcome and include people from all walks of life.
- Create ways to minister which will serve the needs of all ages.
- Recognize that everyone has gifts which can advance God's work in our midst.
- Reach people in the larger community through cooperative and original forms of service.

### **OUR MISSION**

Our mission is to worship God and spread the good news of the Bible. We strive to make a difference by educating the public and expanding our reach.

MHRC Feasibility Committee  
Action Statements and Steps

Vision 1: Welcome and include people from all walks of life.

1. To purchase a Baptismal tank
  - a. Research cost and where to purchase
  - b. Where to store it
  - c. Perhaps use personal swimming pools
  - d. Pastor and Tony responsible
2. Confirmation Classes
  - a. Schedule Pastor to do the classes
  - b. Need someone to volunteer to help the Pastor
3. Know our community make-up
  - a. Research Census data
  - b. Volunteer to check with Scott Manley and see if Town Hall can help
  - c. Town of Newburgh, City of Newburgh, Meadow Hill neighborhood
4. Translation services and Hearing devices
  - a. Tom and volunteer to research
  - b. What is the cost
5. Greeters/Ushers who can speak Spanish (preferably bilingual)
  - a. Focus on asking people directly to greet.
  - b. May need two: one English and one Spanish
  - c. Judy and ushers/greeters responsible
6. Spanish Worship Service
  - a. Discussion on defining this need
  - b. Check with other churches to see how and why they have Spanish services (volunteer)
7. Van
  - a. Research cost and availability
  - b. Research insurance cost and changes in current policy
  - c. Tony responsible

Vision 2: Create ways to minister which will serve the needs of all ages.

1. Teens part of the worship service
  - a. The Worship Committee should include a teen.
  - b. Worship Committee make plans for permanent jobs for teens by Fall 2024
2. Find an overall Education Coordinator to help enhance all levels of Christian Education.
  - a. Research and talk to people about volunteering and start by end of 2024.
3. All committees plan activities/meetings on days other than Sundays.
  - a. Consistory members will need to schedule/coordinate
4. Home Visits
  - a. Provide communion, prayer, songs and scripture
  - b. Pastor, Worship committee and volunteers to plan by end of 2024
5. Church-wide retreat
  - a. Need volunteer to plan/research locations, cost, scheduling
  - b. First one by Spring 2025
6. Church Outings
  - a. These would not be on Sundays
  - b. Care and Outreach would research and plan 1 – 2 per year.
  - c. First one would be summer 2025.

Vision 3: Recognize that everyone has gifts which can advance God's work in our midst.

1. Worship Music
  - a. Determine cost vs a volunteer
  - b. Advertise for pianist/keyboardist
  - c. Look for talent
  - d. Worship Committee to take responsibility and present plan to consistory in November
2. Gift Discovery
  - a. Pastor presents Gift Discovery series/sermons at the pulpit during October
  - b. The Gift Discovery survey is part of the sermons.
  - c. Ask for volunteers for various committees and tasks after the series is presented.
3. MHRC Committees
  - a. Consistory is responsible
  - b. Determine the committees
  - c. Reinvigorate each committee and validate their purposes
  - d. Intentionally seek members for each committee
  - e. Share with congregation
  - f. Committees are ready to meet in Nov/Dec
4. Cost of Operating the Church
  - a. Finance Committee takes responsibility
  - b. Research ways to lower costs
  - c. Present plan in Nov/Dec

Vision 4: Reach people in the larger community through cooperative and original forms of service.

1. Recognize organizations during worship
  - a. Similar to what happened when Evelyn Sorensen spoke about Honduras Loving Kids.
  - b. First responders: police, fire, EMS, military
  - c. Research and contact people and plan dates.
  - d. Care and Outreach and Worship Committees responsible (include Bob Kinney). Start in December.
  - e. Use outside sign and social media to recognize the groups.
2. Invite guest pastors
  - a. One per quarter
  - b. Pastor and Worship Committee determine who, why and when.
  - c. Start quarter 1 of 2025
3. Consider the Virtual Congregation
  - a. Offer evening education/Bible classes
  - b. Offer Podcasts
  - c. Post offerings and recordings on Facebook
  - d. Education Committee and Daniel to plan
4. Plan activities with other groups
  - a. Bowling
  - b. Pickle Ball
  - c. Game nights
  - d. Care and Outreach to plan and determine groups/organizations
  - e. Start in January 2025