



Nonprofit Church Leadership Certificate Program (NPCL) 2019 Applied Project Summaries

Name and Type of Project	Overview of Project	Deliverables The impact or anticipated impact of the project
<p>Andy Bartel St. John UMC, Anchorage, Alaska</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Financial Stewardship • Governance • Human Resource Management • Strategic Planning • Communications • Program Development 	<p>Create a Permanent Endowment Fund for the ministries of the church. While the project is not complete (nor ever will be as we continue to solicit and receive funds) major steps were completed. The foundational documents and various policies have been crafted and approved by Charge Conference. The next steps include selecting an 1) investment vehicle/manager, 2) educating the congregation, and 3) soliciting funds to build the endowment, all on track to be completed in 2020.</p>	<ul style="list-style-type: none"> • Written policies/procedures and approval/endorsement by the Endowment Committee, the Board of Trustees, and the Charge Conference formally establishing the Permanent Endowment. • New Enthusiasm by people across the church for building an endowment for funding ministry into perpetuity. • Commitment of leadership to begin forward-thinking and planning beyond the immediate future of St. John. • A culture shift from scarcity to abundance as evidenced in this new dreaming phase of what God-sized aspirations God might have for us in the days and years ahead.
<p>Lori Broschat First UMC, Devils Lake, ND</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Discipleship 	<p>A platform for discipleship that came out of a long time goal of mine to focus church members on the five vows unique to our membership liturgy; prayers, presence, gifts, service and witness. This is a year-long project with the initial phase of leading small groups in the first curriculum, then introducing a continuing practical discipleship class in the second half of the project. Though not specifically a stewardship related project, it is a goal to increase stewardship in all of these five areas.</p>	<ul style="list-style-type: none"> • Goals of a 10 percent increase in worship attendance, a five to seven percent increase in giving, and a creation of one new small group for parents of school age children.
<p>Andrew Buschena Common Ground: A UM Community, Cambridge, MN</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Finance Stewardship • Human Resource Management 	<p>The Living Boldly Initiative to raise \$45,000 annually for the next three years. The purpose of this money is mainly for building Common Ground's staff capacity so that we can make a bigger impact in our community.</p>	<ul style="list-style-type: none"> • \$54,000 pledged for the next three years • Four staff positions increased • Three staff job descriptions rewritten • Measurable increase in community impact and events

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<p>Nicole Clade First UMC, Vermillion, SD</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Financial Stewardship 	<p>Financial health and transparency. We explicitly worked to address short-term answers to keep our doors open while also setting long-term goals. Currently we have taken active steps to fix our budgeting shortfall, create systems of longevity, and are seeking to be the best stewards of the resources God has entrusted us with.</p>	<ul style="list-style-type: none"> We have created a clearer budget for the church. We are expected to turn our financial deficit around in two to three years. We are working to create a Zero Based Budget, which will include detailed expectations of those designated as ministry leaders.
<p>Carolyn Doering First UMC, Lakefield, MN</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Communications 	<p>Create and publish a church website.</p>	<ul style="list-style-type: none"> Increase community awareness and connection to the church Online access to newsletters, calendar, events, and worship services Reach young people Easy access to online giving
<p>Henry S. Dolopei Brooklyn UMC, Brooklyn Center, MN</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Financial Stewardship 	<p>Create a culture of generosity by establishing a Stewardship team. To create a missional budget. To encourage people to share their time, talents, and gifts.</p>	<ul style="list-style-type: none"> Giving increased by one percent. Online giving established Testimonial
<p>Karen Evenson Faith Church, Farmington, MN</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Financial Stewardship Governance Human Resource Management Strategic Planning Program Development 	<p>Develop systems of administration and management at Faith Church that will foster improved organization and good communication between laypeople, staff, teams, and congregation. The project included the formation of a short-term (one-year) Strategy Team and the hiring of a new church office administrator. The project included developing, nominating, and electing new leaders while empowering others to step down or “retire,” while acknowledging the hard work and commitment of those who had been leading for many years.</p>	<ul style="list-style-type: none"> New and qualified leadership of the Finance, Church Administrative Council, Trustees, and Staff-Parish Relations Committees. A more organized system of administration and management (including the development of committee, team, and event management manuals). A church that is poised to grow in many ways starting with the ability to host large events, a Loaves and Fishes community meal, staff and volunteer leadership training, and a building renovation project/capital campaign. Increased participation in caring for the church and its ministries. In 2018, there were primarily three people or families who took care of building needs, kitchen events, and other tasks. Now there is a fully functioning team of “building helpers” engaged by the Trustees in the care and maintenance of the building. <i>(continued)</i>



(Continued deliverables from Karen Evenson)

- There is now a fully functioning Kitchen Team, with two people designated as coordinators for special events such as weddings/funerals and a kitchen team leaders, who is currently coordinating the new Loaves and Fishes community meal.
- There is now a Tech Team, with three to four qualified persons who are trained to run audio/video needs for worship and other events.
- Increased from 20 to 25 hours has been granted to the church office administrator.
- Since the Finance and Stewardship teams began working together in 2019 and created a clean and simple budget with three years of planning and narratives, our pledge responses to this year's stewardship drive increased by almost 400%!
- Time spent in Ad Council meetings reduced by 50% (from 3 to 1.5 hours)!

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<p>Peggy Hanson Trinity UMC, Lead, SD</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Governance • Human Resource Management • Strategic Planning • Communications • Program Development 	<p>Create a vision statement of how we as a church will live into our mission.</p> <p>I will do this by recruiting a team of laity to partner with me to create a vision statement. This will help give the church purpose, direction, and a focus.</p>	<ul style="list-style-type: none"> • Adoption of the vision statement by the Administrative Council and church through the annual charge conference • Youth t-shirts for youth event • This vision is something we're already living into. Testing it against current ministries gave a renewed sense of purpose and enthusiasm for programs and ministries. • Empowering laity in leadership to create three goals for their areas of ministry to live into the vision and mission. This gives each committee/team direction and focus without waiting for the pastor to guide them.
<p>Michelle Hargrave Centenary UMC, Mankato, MN</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Financial Stewardship 	<p>Bring more joy and stability to our financial work. I focused on our annual finance campaign, developed ten years of charts and graphs for our giving and budgeting history, and studied the impact of our Trust Fund and how to grow it. I worked with several teams to develop the plan and to create information that we will be able to use for years to come.</p>	<ul style="list-style-type: none"> • We have accurate data of our giving history over the last ten years. This helps our budgeting process—it may save us \$25,000 this coming year. • We have a record of forty years of gifts to the Trust Fund. • We have an articulate story about the impact of our Trust Fund. • We have a plan to grow the Trust Fund.

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<p>Geoff Hilton Velva UMC, ND</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Human Resource Management • Communications 	<p>1. Increase the attendance at the Ministries In Action meetings at our church.</p> <p>2. Fill vacancies on the Ministries In Action committee.</p> <p>3. Prevent burn out for the three people who have been attending every meeting.</p>	<ul style="list-style-type: none"> • Attendance has increased from four to as many as nine people. • From the completed surveys, I have people that I can talk to about attending meetings more often. • We have more people who can make motions and second motions in the meetings than we have had for a while. • The length of our meetings has reduced from over 2 hours to 1 1/2 hours the last three months.
<p>Shawna Horn Fairmount Avenue UMC, St. Paul, MN</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Strategic Planning 	<p>I hosted a Leadership Strategic Planning Retreat Day. It was day-long event of dreaming, reflecting, and strategically planning for the church's missional goals. It included both staff and lay leadership, with a time just for staff at the beginning of the day.</p>	<ul style="list-style-type: none"> • Strategic Missional Goals determined and agreed upon by Easter of 2020. • An increase in collaborative work with church-wide initiatives. • Increase in participation in small groups and outreach initiatives.
<p>Erica Koser Velva UMC, ND</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Financial Stewardship • Governance • Communications 	<p>I gathered the financial data for Holy Grounds, a Centenary Signature Ministry, over the last three years to determine its growth, financial stability and future sustainability. I also worked to create the framework for an advisory team, creating a job description for the chair and an outline of a covenant. The final piece of the goal was to create better communication with the congregation around this signature ministry.</p>	<ul style="list-style-type: none"> • For the first time we have a budget for this ministry going into 2020 and a comprehensive picture of how many meals we have served, how we have been funded, and what our growth looks like for the last three years. • We created our first quarterly newsletter that was sent to 250 donors and congregation members. • We created a new Holy Grounds specific webpage. • I created a job description for the Chair of the new Holy Grounds advisory team and the framework for a covenant for that new team.
<p>Karl Kroger Grace UMC, Piedmont, SD</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Vision • Financial Stewardship 	<p>Develop and carry out a stewardship campaign including a short-term vision for ministry at Grace. To achieve this goal the vision also had to be developed and communicated. The target pledges for the campaign was 50 commitments.</p>	<ul style="list-style-type: none"> • Increase in contributions • Increase in online giving participation • Increased attendance through increased investment in ministry

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<p>Jeff Lathrop Wesley UMC, Grand Forks, ND</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Care and Visitation 	<p>Our pastoral care and visitation team program was birthed out of a process of prayerful discernment. It was originally going to be an all-encompassing hospitality, visitation, and care ministry, but became a much more focused ministry. This project underwent an evolution of sorts and the end result is something that I hope will last well beyond my tenure as pastor.</p>	<ul style="list-style-type: none"> Eight committed volunteers make personal visits on a regular basis to those who aren't able to come to worship. Those visited have expressed gratitude for both an improved frequency and connection with the church. Volunteers feel that they are offering and are a part of a valuable ministry.
<p>Clay Lundberg United in Faith Parish, Burke and Herrick, SD</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Financial Stewardship 	<p>I put together a three-prong plan to strengthen our culture of generosity. Over the past few months, we've worked together to change how we handle our finances, seeking to incorporate best practices and a method of electronic giving. We also overcame our fear of talking about finances through a sermon series and bible study. We also developed a Generosity Team of three persons from each church tasked with the job of sharing the impact our giving is having on our church and community.</p>	<ul style="list-style-type: none"> Burke Finance Committee is communicating via text message every month Herrick noticed a budget shortfall at the end of 2019 and had a meeting among lay leadership to discuss why it happened and what we can do in 2020 to improve our position.
<p>Scott McKirdy Spearfish UMC, SD</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Discipleship 	<p>Design an intentional discipleship process specifically for our local congregation.</p>	<ul style="list-style-type: none"> Anticipated goals: <ul style="list-style-type: none"> » 20% increase in adult Bible study participation » 10% increase in those under 40 choosing church membership » Growth of 10 in church membership in 2020 » Increased curiosity!
<p>Becky Jo Messenbrink Eden Prairie UMC, MN</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Human Resource Management 	<p>Develop a high-performing staff team at a church where I and three other staff are new. I hoped to accomplish that by developing an understanding of each staff person's God-given gifts and seeing how those collective gifts make a team for ministry. I aimed to provide the staff with a shared ministry theology and the tools to manage conflict in a healthy manner. I also wanted to update and standardized the position descriptions of the church.</p>	<ul style="list-style-type: none"> Increase the staff confidence in the team they work on Develop a shared purpose statement to guide our work together Understand and appreciate the particular gifts each person brings to the staff team Create clarity around staff roles on the team

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<p>Kris Mutzenberger First UMC, Fargo, SD</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Communications 	<p>Start a communications team at Fargo First UMC. Each of the past two years the Leadership Board has created the goal of better communication without anyone specifically caring for this hope. The team's purpose is to increase communication and information sharing with members and friends of First UMC in multiple media formats. This semester was focused on recruiting a team and beginning to organize.</p>	<ul style="list-style-type: none"> • Recruited four people to this new team • Completed audit of current communications • Identified target audiences • Set goals for the team • Publicizing Facebook and increasing involvement. Involvement is up in all categories that Facebook measures.
<p>Laura M. Nordstrom Glenwood United Parish, MN</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Financial Stewardship • Strategic Planning • Communications 	<p>increase financial giving generally, focusing on pledges and online giving by Millennials. Objectives: 1. Implement a church QR code and communicate to the congregation its purpose and use. 2. Website giving page: Create new website, whose homepage contains logo for link to GiveMN; create 'Give to the Max Day' campaign. 3. Re-vamp the fall pledge drive: Use Adam Hamilton's 'Enough' as a resource for an adult study, sermon series, and creation of new pledge drive letters and pledge cards. I worked with leadership comprised of two teams (IT/ website design and stewardship/finance).</p>	<ul style="list-style-type: none"> • Give to the Max Day 2019: \$200 • 2019 online giving: \$305 (Oct-Dec) • Six new households pledging (two new member households and four longtime member households) • \$4,620 increase in pledges from those who pledged in 2019 • 12.5% increase in pledge money over 2019
<p>Kyle Reinhiller Harrisburg UMC, SD</p> <p>Type of Project:</p> <ul style="list-style-type: none"> • Program Development 	<p>Form a Connection Team, new membership class, and God stories or testimonies.</p>	<ul style="list-style-type: none"> • Twelve people joined the church in 2019. • Team Covenant written. • Testimony given in January. • New membership class started in January. • Connection Team formed.



The Dakotas-Minnesota clergy of the second year of the Nonprofit Church Leadership Certificate Program.

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<p>Becky Sechrist Minnehaha UMC, Minneapolis, MN</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Financial Stewardship 	<p>To have each committee actively participate in the creation of our 2020 budget. This includes understanding the budget as a whole, their portion of the budget, and making requests for line item changes.</p>	<ul style="list-style-type: none"> Committees understood, many for the first time, what was in budget and why. When faced with budget shortfalls, there is a cooperative spirit in solving issues rather than a competitive spirit. Understanding the budget had a direct connection to understanding the Stewardship Campaign. Pledge amounts rose, and people pledged for the first time. We discovered other gaps in communication between committees, and are now working to fix those. The Finance Committee moved to an active, even proactive, state.
<p>Rachael Warner UMC of Anoka, MN</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Financial Stewardship Governance Communications 	<p>Building a culture of generosity. The goals were around shifting culture at UMCA related to finances and generosity. Making some structural updates in the organization/systems and encouraging generous giving among our congregants was also part of the project.</p>	<ul style="list-style-type: none"> One new team description and training developed for future use Increase in committed dollars for 2020 of \$31,819 or 9% 10 commitment cards from new givers Anticipate increase in electronic giving from 25% of general giving in 2019 to over 30% in 2020 New quarterly report format used for two quarters of reporting (inspirational, informational, motivational)
<p>Teresa Whetsel First UMC, Miller, SD</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Strategic Planning Program Development 	<p>Discovering biggest needs in our community and our congregation's strengths. We are beginning the process of discovering how we may be best in service to our neighbors.</p>	<ul style="list-style-type: none"> We are on a path towards discerning our vision and mission. As we do so, we need to learn about ourselves and our mission field. We are discovering how a church may work to meet vital needs in our community, and finding the God-given strengths of our congregation's leadership.
<p>Lou Whitmer North Highland UMC, Aberdeen, SD</p> <p>Type of Project:</p> <ul style="list-style-type: none"> Governance Strategic Planning 	<p>Review of administrative procedures and committees that will result in some job descriptions. Review and discussion of administrative office procedures and how they may be handled in the future.</p>	<ul style="list-style-type: none"> Job descriptions Re-formation of a functioning and working Finance Committee. More understanding of the reality of functioning by some of the newer leadership.