

# WALNUT HILL CHURCH

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## COMPREHENSIVE PLAN

### APPENDIX—RECOMMENDATIONS

#### MINISTRY AND SERVICES OFFERED

##### WORSHIP

1. Affirm Walnut Hill's Sunday morning worship (11am) while retaining its traditional form and enriching the experience within said format.
2. Explore alternate worship times, forms, methods and settings.

##### EDUCATION (FAITH FORMATION)

1. Provide space and staff (paid and/or volunteer) for children/youth classes on Sunday mornings including: nursery – faith stories, Sunday school – faith explorers, and youth group – faith conversations.
2. Provide space and staff (paid and/or volunteer) for one adult class on Sunday mornings.
3. Provide an engaging, appropriate and dedicated environment that enables youth to explore and ask questions to learn and grow their faith.

##### FELLOWSHIP

1. Review and revise the process and supervision of the arrangements for refreshments to make the after worship gathering more enjoyable for all, lessen the burden of hosting and sustain the gathering into the future.
2. Create and implement a strategy to maintain fellowship connection with persons who can no longer participate in Walnut Hill's regular activities due to age and/or declining health.

##### COMMUNITY

1. Explore strategies to develop and maintain Walnut Hill's capacity to serve both its constituents and neighborhoods.
2. Develop new partnerships that are in keeping with the Mission and Vision Statements of Walnut Hill and its Core Values.
3. Review and revise the relationship between Walnut Hill Church and the Walnut Hill Day School toward the goal that both function effectively and successfully into the future, recognizing that the church's life and ministry must have priority.

##### LEADERSHIP

1. Conduct an annual review of the relationship between the pastor and congregation.
2. Identify, recruit, train, and support congregational leadership for each of the following areas: worship, faith formation, fellowship, community, buildings, and grounds.

3. Develop a professional staff that supports the ministry (programs) and services offered, the congregation, Vestry and Minister.

**ASSISTANT MINISTER (YOUTH MINISTRY LEADER) –INTERNSHIP**

1. Explore with local and regional education institutions (i.e. colleges and seminaries) the possibilities of becoming a validated part-time or full-time placement (based on funding capacity) with particular attention, but not limited, to education, children, and youth ministry, either exclusive to Walnut Hill or shared in some form of cooperative program.
2. Explore the funding requirements and possibilities to support a part-time to full-time ministry position, focusing on the area of education, children, and youth ministry, either exclusive to Walnut Hill or shared in some form of cooperative program.

**ECUMENICAL EDUCATION CENTER (NURSERY, SUNDAY SCHOOL AND YOUTH GROUPS)**

1. Study the cooperative parish model to determine if it is a viable strategy to meet Walnut Hill's youth ministry staff needs, and if it seems so, contact neighboring congregations to explore their interest in sharing such a model with us.

**ELECTRONIC AND PRINTED MATERIAL UPDATED**

1. Review and revise the electronic media (e.g. website, Facebook page, etc.) to permit greater present time access (e.g. calendar, real time audio of sermons, signups, etc.) to Walnut Hill.
2. Review and remove non-sanctioned electronic media (e.g. multiple Facebook pages).
3. Review and revise where appropriate printed material both internally and externally.
4. Review and revise where appropriate Walnut Hill's liturgical and music resources (e.g. Worship books and Hymnals).

**GOVERNANCE AND ADMINISTRATION**

**WALNUT HILL CHURCH, INC.**

**AGREEMENT WITH THE PRESBYTERY**

1. That Walnut Hill determine the appropriate method and take such action to reaffirm its ecumenical status and relationship with the Presbytery of Transylvania within the next year and, as a best practice recommendation, to affirmatively do so on an annual basis thereafter when reporting its annual figures to the Presbytery.

**CONSTITUTION AND BY-LAWS, AND THE GUIDELINES AND POLICIES**

1. That the (a) Constitution and By-Laws, and any amendments thereto, and (b) guidelines and policies be formalized, and any amendments thereto, be revised and updated in accordance with the revised administration and governance of Walnut Hill, developed to operate an open interconnected organization that is operationally transparent to all of its members and friends, and permit the Church to operate proactively with its members, friends and the community-at-large.

2. That the present administration and governance of Walnut Hill and the documentation thereto be revised and developed to operate an open interconnected organization that is operationally transparent to all of its members and friends and, in so doing, to establish parameters that ensure the continuity of the administration and governance in accord with the best practices available both presently and in the future.

#### **PASTORAL REVIEW AND SUCCESSION**

1. That the requirements and duties of and the relationship with the Pastor (Minister) be revised and updated as deemed appropriate based on the revised administration and governance of Walnut Hill, and the process of election be revised and updated where deemed appropriate.

#### **WALNUT HILL CHURCH CEMETERY ASSOCIATION, INC. (AN AFFILIATED ENTITY)**

##### **AGREEMENT WITH THE PRESBYTERY**

1. That the Cemetery Association determine the appropriate method and take such action to reaffirm its status and relationship with the Presbytery of Transylvania within the next year and, as a best practice recommendation, to affirmatively do so on an annual basis thereafter.

#### **ARTICLES OF INCORPORATION AND BY-LAWS**

1. That the present administration and governance of the Cemetery Association and the documentation thereto be revised and developed to operate an open interconnected organization that is operationally transparent to all of its members and, in so doing, to establish parameters that ensure the continuity of the administration and governance in accordance with the best practices available both presently and in the future.

#### **RULES AND REGULATIONS**

1. That the present Rules and Regulations of the Cemetery Association be revised and developed to operate an open interconnected organization that is operationally transparent to all of its members and, in so doing, to establish parameters that ensure the continuity of the administration and governance in accord with the best practices available both presently and in the future.

#### **LEASE AGREEMENTS (WALNUT HILL CHURCH, INC.)**

##### **WALNUT HILL DAY SCHOOL**

1. That Walnut Hill develop its enhanced program schedules in advance on a quarterly basis to arrange any priority requests under the new Lease Agreement.
2. That Walnut Hill consult with appropriate professionals to assist with reconfiguration of the leasehold premises to facilitate dual usage, upgrades, and improvements.
3. That Walnut Hill and the Day School develop a practice of meeting regularly, more than quarterly as provided for under the new Lease Agreement, to facilitate dual usage, reconfiguration of the leasehold premises, maintain and reduce maintenance cost, operation and maintenance requirements, and the like.

4. That Walnut Hill and the Day School establish a policy of using best practices available to facilitate both parties' programs and services offered at an expanded level.

**BUILDINGS AND GROUNDS (INCLUDING CEMETERY)**

**BUILDINGS RESTORATIONS, RENOVATIONS AND ADDITIONS**

**GROUNDS (INCLUDING CEMETERY) RESTORATION, RENOVATIONS AND ADDITIONS**

1. *That a strategic phased Master Plan incorporating a Building Plan and Landscape Plan be developed.*
2. That an annual and memorial contribution program be developed to facilitate the execution of the Master Plan.
3. That a restoration and renovation plan for Trinity Hall and the foyer and second level of the Old Church Building and a building plan for an addition to Trinity Hall be developed.
4. That a building, facility and grounds annual maintenance, repair and replacement program be established.
5. That the National Registry of Historic Places and Kentucky Registry of Historic Places guidelines for renovations, restorations and additions be adhered to where applicable.
6. That application for inclusion of the Old Cemetery (two areas) under the National Registry of Historic Places and Kentucky Registry of Historic Places be made as a part of the Master Plan. That this request be made as a part of the Old Church Building's present designation if deem in the best interest of the historical preservation of Walnut Hill.

**GATHERING/LIBRARY (TRINITY HALL) ADDITION (PRELIMINARY CONCEPT)**

1. That a *strategic phased plan for the development of an appropriate addition to Trinity Hall* be developed.

**FUNDING – MINISTRY AND SERVICES OFFERED AND BUILDINGS AND GROUNDS (INCLUDING CEMETERY) RESTORATIONS, RENOVATIONS AND ADDITIONS**

1. That the funding plans be in keeping with the revised Ministry and Services Offered, Building and Grounds construction, renovation, restoration, and maintenances plans, and other similar plans of Walnut Hill, and updated annually with the budget of Walnut Hill.