

1. Bethany Farms

A. Key Metrics:

- Fill final 3 spots near the beginning of January.
- Lead 80% of men in 2017 to successful graduation.
- Recruit 10 more key leaders (see first bullet under “Staff & Volunteers”).
- Support the ministry at 50% through resident’s work at the factory and donations.

B. Program

- Lead first men successfully through program to graduation.
- Continue to prioritize involvement in Faith Church through worship service, ABF’s, Men of Faith, FCI and serving opportunities.
- Evaluate program and schedules after phase 1 and phase 2 residents are both in phase 2 for a couple months.
- Continue to cultivate the relationship with the factory the residents work at in phase 2 to ensure our program is serving them well.
- Evaluate the feasibility of a 2nd duplex to double the capacity of our program.
- Work to increase awareness outside of Faith Church through BCTC and inside Faith Church.

C. Staff & Volunteers

- Work with key leaders to increase their responsibility and ownership of the ministry.
- Recruit 10 more key leaders who can help in the areas of teaching and especially farm development and work supervision.

D. Financials

- Keep a close watch on income vs. expenses and evaluate the feasibility of the current business model.
- Cultivate relationships with current donors and encourage further giving in the upcoming year.
- Consider a newsletter that would be sent to current resident families and past residents and their families in order to keep them updated on ministry and encourage faithful giving.
- Investigate online giving and monthly fee payments for residents online.
- Consider implementing periodic fundraising with the current residents through social media and personal appeals to their friends and family.
- Consider beginning a semi-regular presence of selling Bethany Farms goods, beginning with eggs.

E. Application & In-take Process

- Consider refining acceptance process to accommodate filling spots as they are open without having to wait for men to move in on the same day and progress through the program at the same pace.

F. Farm

- Apple Orchard
 - Install a well and drip system to feed orchard
 - Care for trees well by spraying, pruning, and regularly weeding trees
- Agriculture
 - Plant garden and harvest food to feed men
 - Also consider using cucumbers to jar and pickle and sell along with eggs

- Consider the feasibility and location of an acre of sweet corn on the property in order to sell
- Consider feasibility of grapes, raspberries, etc. to make jelly and jam that can be sold
- Consider other products that could be made and sold
- Barn
 - Finish flooring in barn
 - Clean up barn so that it is useful
 - Determine the best use of the barn
 - Run electricity to the barn
- Landscape
 - Clean up any and all trees that are dead and visible from the road
 - Continue to maintain key areas:
 - Orchard
 - Pond
 - Housing Area
 - Around Barn
 - Fence line on property frontage
 - Clean up weeds that surround the pond
 - Mulch trees in the pond area
 - Plant flowers and plants to improve landscaping in housing area
- Consider launching the beginning of an animal operation.
 - Plan pasture layout and set-up fencing
 - Set-up bottom of barn for animal use
 - Investigate feasibility of making fencing out of the trees on property

2. Fulfill any other responsibilities with excellence that might be delegated to me by Pastor Viars' or Pastoral staff.

- A. Cultivate an attitude of hospitality in the 8:00am service, Encourages ABF, CFN and Wednesday night ministries by welcoming and assimilating folks into meaningful relationships and avenues of service.
- B. Consider shifting Sunday responsibilities and involvement around to be a part of the 11:00am service to assist Pastor Green with 11:00am service.
- C. Fulfill all preaching and teaching responsibilities with excellence.