

# Vision

**bne** Bethel  
New England

# Luncheon '23

*Now this is what the Lord says to the family of Israel: "Come back to me and live! Don't worship at the pagan altars at Bethel; don't go to the shrines at Gilgal or Beersheba For the people of Gilgal will be dragged off into exile, and the people of Bethel will be reduced to nothing. - Amos 5:4-5*





# Word from Pastor Eric

**The upcoming year is going to take us from Bethel to beyond.  
Our hopes this year are to fine tune what we want to be as a  
church and what role we play in our community and our world.**

## **Charity**

After many talks with the Mayor of Bristol and partnering with non-profits and churches, I see more and more the need to reach out to our community. Our major emphasis has been looking at what we can do. After some thought and consideration, our staff would like to create a pop-up store that focuses on upcycling second hand goods. We know from experience that these types of projects are a win-win for the church as well as the community. Our goal is to bridge the gap between us and the city; all proceeds from the pop-up store will go to help create jobs as well as build up financial resources to bless good causes.

## **Community**

We are reconsidering how to structure our larger community events this year. Pastors John and Bertha will continue to facilitate smaller scale community events. However, we all desire to make a better, bigger impact on our city. In the past, Bethel has worked with Convoy of Hope, a partner organization of the Assemblies of God that helps with disaster and relief work but also helps churches better reach their communities with a long-term plan. We would like to leave a good mark on the city of Bristol and work with other partnering churches and organizations to see this accomplished. Our goal is to create, implement, and materialize a 3-5 year plan of constructive community outreaches in the city of Bristol.

## **Church Planting**

In collaboration with the Southern New England Ministry Network (SNEMN), we have made the decision with the leadership of this church (pastors, board, and elders), to get ourselves started in the area of church planting. In that line of thought, Rev. James Harrington and his wife, Katelyn Harrington, have joined our team as campus pastors. We are focusing our efforts on starting a new campus in the Farmington Valley to serve where Simsbury, Avon, and Canton all touch together on Route 44. We see the need for fam-

ilies within an affluent community to have the opportunity to receive the Gospel with a Pentecostal experience. This project will only be made possible through certain fundraising initiatives.

## **Counseling**

Pastor Reina will be joining the staff, per diem, as a Pastoral Counselor to help meet the spiritual and emotional needs that more and more people are experiencing in a post Covid society. These services will be fee-based services and handle the spiritual and emotional needs that go further than the normal scope of basic pastoral talk. These are appointment-only talks and will need to be scheduled and paid for in order to be utilized properly.

## **Construction**

For the past year, I have been working together with a Building Vision Committee whose role is to discuss the needs of the church as well as projects that need to be worked on. We had spoken about a community center, but have chosen to utilize our current building to meet those needs better. Therefore, in 2022, the Fellowship Hall (a.k.a. The Felly) underwent a beautiful transformation to better serve various ministries at Bethel. Research and plans for the site of the parsonage are being worked on, along with a plan which will include the small parking lot. One major shift we would like to focus our attention on in 2023 is converting the gymnasium into our main sanctuary. Our current sanctuary will become a chapel used for young adults, LifeGroups, and baptism services. A special fund will be set up called the Legacy Fund, where people can contribute to this new project. Our goal is not to start a phase unless the money is available to make it happen. We want to make our church for ourselves, but also to make a church for our future!

# PASTORAL STAFF



**PASTOR ERIC CAPPELLI**  
*Lead Pastor*



**PASTOR MARIA HOVSEPIAN**  
*Executive Pastor*



**PASTOR ZACHARY GREEN**  
*Director of Media and Technology*



**PASTOR ALYSSA GREEN**  
*Kids Pastor*



**PASTOR JOSH GUGLIELMO**  
*Discipleship and Young Adults Pastor*



**PASTOR NOAH O'CONNOR**  
*Youth and Worship Pastor*

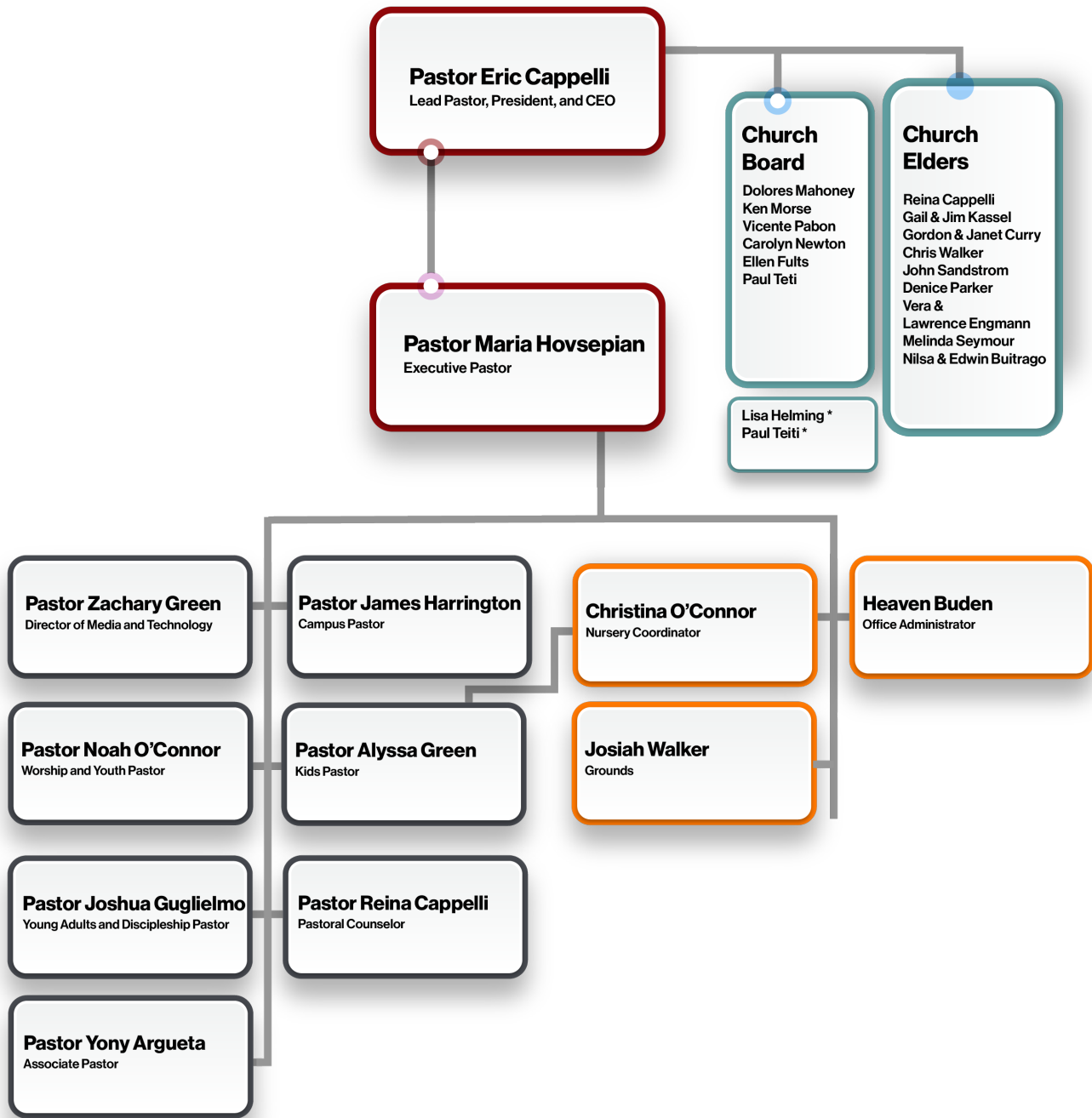


**PASTOR JOHN ARGUETA**  
*Associate Pastor*



**PASTOR JAMES HARRINGTON**  
*Campus Pastor*

# LEADERSHIP AT BETHEL



# Media

Church technology and media is a necessity to expand the kingdom of God and reach the lost with the Gospel message.

## Team Building

In 2023 it is the goal of the media team to grow by ten people as well as increase knowledge of how media works in a church environment. In addition to these new team members, I will be finding and creating specific media team leaders that will aid in serving the members of our media team. My goal is to have 4 rotating leaders by the end of the year.

## Livestream

As our livestream grows and develops I want to see our transitions, audio quality, and video quality continually improve. The aim is not perfection but lack of distraction for the viewer. Additionally, various components of the livestream will be solidified and compiled into a document. This structure will include: camera shutter speeds, FPS, resolution, kelvin temperature, encoding bitrate, audio/video signal path, light placement, audio structure, and more.

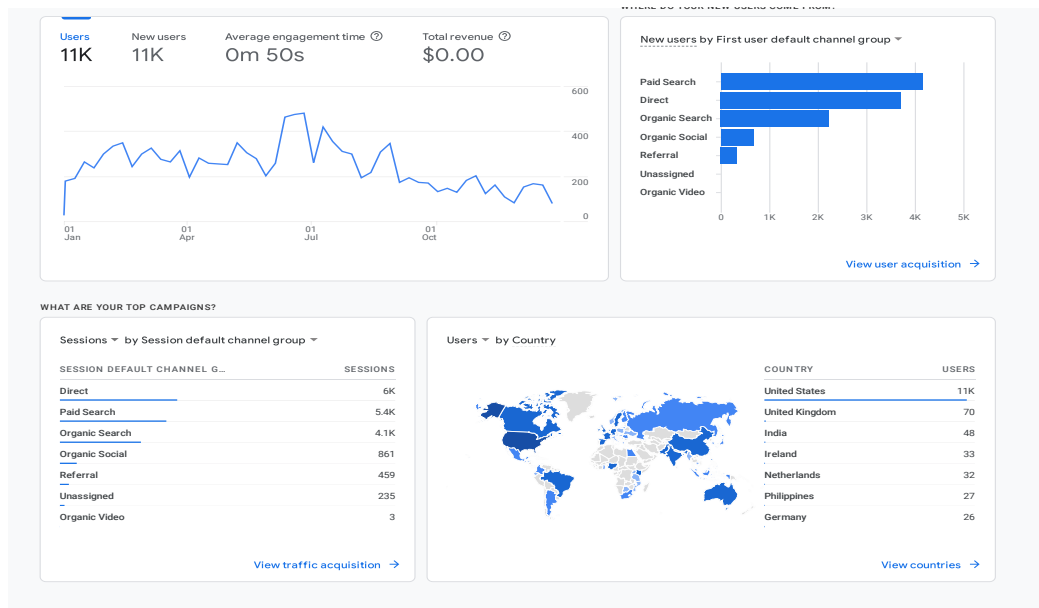
## Social Media

The nature of social media is constant evolution and thus requires constant scrutiny of its efficacy. With this knowledge, our approach to social media will be revisited and re-evaluated in 2023 with a special emphasis on creating more content that people engage with such as the "You Got This" podcast.

## Web Design

As our church grows and develops it is important that our website always mirrors who we are today, and not what we did last year. In 2023 I will refresh our website design and change the layout of our site with one goal in mind: "to help the new person find Jesus, community, belonging, and freedom." In the past the website was used as a way to transfer media and information to our congregation. While that will still be a use of the site, the redesigned website will focus more on giving new people actionable steps to take in order to further their faith with God.

This graph lists the data of how our website, [bethelne.com](https://bethelne.com), performed through the 2022 calendar year. Some data is missing due to a domain change from [bethelcc.org](https://bethelcc.org) to [bethelne.com](https://bethelne.com).



# Discipleship

## Connect Team

We have found that it is necessary to create a team to help connect with visitors on Sunday mornings. This team will bridge the gap between someone's first visit to Bethel to the day they complete NextSteps. We want to make sure everyone who comes through the door at Bethel is properly welcomed. A four to six person team would be a great asset. This serve team would welcome people on Sunday mornings, as well as connect with them after service, making sure they fill out a Connect Card, and are given a welcome gift. During the week, it would be the responsibility of this team to briefly call the first time visitor.

## Streamline Guest Services

Throughout 2023, we would like to create a few new aspects that will help guests feel more comfortable. We will be creating four marked parking spaces for guests and a space in the lobby that is solely meant for the connect team to connect with guests. Also, we will be implementing a way for people to plan their visit that they can fill out prior to coming to a Sunday service. This will aid the Connect Team in making sure every guest is served, and can also help the guest feel more comfortable coming to church.

## Discipleship Class

During 2023, we would like to develop a discipleship class for new believers. This class would be held on Sunday Mornings, and it will help give new believers a solid foundation on the fundamentals of the Christian faith. It will act as a followup course to Next Steps for those that are in need of it.

## Life Group Growth and Vitality

During 2023, it is our prayer that we would see more of our congregation be involved in Life Groups. We will continue to seek the goal we set in 2022, which is, to see  $\frac{2}{3}$  of our congregation involved in Life Groups.

## NextSteps

This course will continue to run quarterly. Yotam and Ana began training in 2022 and are expected to start teaching the course in the second quarter of 2023 upon the completion of their training. Part of our goal for this ministry is to create a follow up course to next steps that lays down the essentials of faith and that stresses the importance of spiritual formation.



# Young Adults

## Leadership Team

In 2023, we hope to raise up new leaders that will step up and serve. These leaders do not have to be young adult age. We do pray that there would be older men and women who love Jesus who want to see young adults be raised, renewed, and released.

Also, in 2022, we began working on a leadership development track. This will be further developed and utilized in leadership meetings.

## Discipleship

We want to create further steps towards helping disciple the young adults.

- We will work on creating a seamless integration of the young adults into the body of Bethel New England.
- We will create discipleship moments through smaller group settings that flow out of our weekly services.

## Weekly Services and Summit Services

In 2022, we switched gears from our original vision in the month of May, and we created a monthly service on the third Friday of the month (Summit), and a weekly discipleship night on Thursdays (Weekly Nights). We will continue those because they have been seen to be effective. In 2023, we pray that we would see thirty to forty young adults in attendance during our once a month Summit service. On our weekly nights we hope to see fifteen to twenty in attendance.

## Release

We would like to grow in our mission to release young adults in the power and anointing of the Holy Spirit. It is our prayer to evangelize at Tunxis, and be a blessing to our community.

## The Gathering

We will be continuing our mission to join with young adult ministries in 2023. We created the Gathering in 2021, and in this new year, we will help lead two Gathering services.

## Retreat

We held our first Young Adults Retreat in April 2022. This cultivated a deeper space of community and discipleship. We will be going on a retreat again in the Spring of 2023.

## Practical Help

We see the need to help Young Adults get practical help and refine their skills. In 2023, we want to create paths to help any young adult get their driver's licenses and find good jobs that give them a sense of purpose, as well as something they are passionate about.





# Youth

In 2023, we will continue to provide a consistent environment conducive to our students' spiritual growth and development. They will experience powerful student-led worship, hear a challenging biblical Word, engage in thought-provoking small-group discussions, and always have an opportunity to receive prayer from our Youth leadership team.

## BNE Youth+ (Sunday Mornings)

We want to offer a short Sunday morning class to our Jr. High & Sr. High students. Similar to "Sunday School" this class would have a heavy focus on Biblical literacy. Students will meet in the newly renovated 'HafCaf' after second service worship, and join Pastor Noah (or whomever is teaching) for coffee, donuts, and life changing lessons in the Word of God.

## Students

We want to continue to foster not only their relationships with one another, but with the leadership team and the church at large. Outside of our weekly Wednesday night service, students will experience monthly game/themed nights on the first Wednesday of each month, attend the Assemblies of God Fine Arts Festival, Youth Convention & Summer Camp, and enjoy off-campus activities such as Spare Time Bowling & Lake Compounce amusement park.

## Parents

In 2022, we hosted our first Parent Training Night in the newly renovated felly. We had two social workers who are believers come in to discuss teenage brain development with a focus on depression and anxiety. In 2023, we will be offering two Parent Training Nights, one on March 5th and another on September 10th. Parents will also be welcomed to the Open House in September.

## Student Leadership

2022 was a year for tremendous internal growth for our students and our adult leaders. In the summer, we offered a six week student internship in which students experienced all of the ins-and-outs of youth ministry with Pastor Noah. The students were trained in preaching, corporate prayer, and practical skills involving weekly service preparation and tear down. These students now serve as "Leaders in the Making", consistently serving alongside our adult Youth Leaders at BNE Youth. The summer internship will be offered again in 2023 to develop our current student leaders, as well as creating more Leaders in the Making.

## Youth Worship Team

After years of prayer, BNE Youth has a student-led worship team. The goal in 2023 is to recruit a bassist, electric guitarist, and keyboard player as Pastor Noah continues to develop Reese as a Worship Leader within Bethel New England along with the entire BNE Youth Worship Team. Our prayer is to have a fully staffed youth band to not only lead Wednesday night worship, but Sunday mornings as well (5th Sunday of each month).

## Adult Leaders

We will develop our adult leaders so that they are not only equipped to pour into the lives of our students, but confident that they were placed in this youth group, "for such a time as this." Our Youth Leaders will be welcomed to participate in all NextGen Gatherings offered by the Southern New England Ministry Network (where applicable) and continue to develop in monthly Youth Leader Meetings & Trainings facilitated by Pastor Noah.



# Worship

## Worship Leaders

In 2022, Caitlyn Malenfant was given the task of leading our monthly Wednesday night Encounter services. She has faithfully served with excellence along with Stephanie Rodriguez who leads our Spanish Encounter nights. In 2023 we will continue to develop and train our worship leaders for excellent platform worship ministry. This training and development extensively includes the following: stage and leadership presence, the ability to follow in the leading of the Holy Spirit, actively engaging the church congregation during the worship portion of the service, the ability to spontaneously lead the team in unscripted musical worship, and most importantly the personal spiritual development in worship that takes place off of the platform.

## Band Members

Our prayer for 2023 is to increase the number of vocalists and musicians on our team to allow each of our members the time to refresh in worship off of the platform on a given Sunday. We are looking for the following musicians to join the team:

- Drummers
- Bassists
- Guitarists

## BNE Choir

Stephanie Watkins took on the task of forming and training a choir for the Bethel Worship Team. She has done a fabulous job in training our choir members and will continue to powerfully accompany the worship team on a monthly basis. Our goal is to recruit more singers to bring the choir from 12 members to 20. We will be praying and striving to recruit male vocalists to add that extra dynamic within.

- Tenors
- Baritones
- Bass
- Sopranos
- Altos

## Continued Creativity

Bethel New England released our first original song, 'This is the Good News', at the close of 2022. 2023 will be a year in which we continue to create and release our own original music for our church to sing to the Lord.



# Kids Ministry

**Our goal in 2023 is to simplify, build leaders, and partner with parents.**

## Leadership Team

After realizing the need to delegate roles and responsibilities in our Kids Ministry in 2022, I asked three of my team members to step up into leadership roles. These roles act as coordinators for specific age groups in order to have a better understanding of the specific needs and activities of our kids on Sunday mornings and Wednesday evenings. My goal in 2023, is to focus and equip this group of leaders to do the same for other volunteers in their ministry that they are overseeing. Launching them into their new roles will officially begin on January 1, 2023 at our first Sunday service, where

- Christina O'Connor will lead Nursery age (6-36 months)
- Lisa Helming will lead Preschool age (3-5 years)
- Patsy Cyr will lead Elementary age (Kindergarten-5th grade)

My vision is to see these leaders build up new leaders amongst our team, become more independent in their abilities to run their classrooms, and build relationships with our students and families.

## Events

In recent years we have added several events and activities for our kids and families to participate in. These events at the core are to build relationships amongst our students

and families, create an avenue for newcomers to comfortably step foot into Bethel and meet our staff and kids team. This will continue to be our goal with BNE Kids events, but in 2023 we are simplifying and decreasing the quantity of our events so that we can increase the quality of our events.

## Sunday Service

Sunday school will remain the same for 2023. We teach and encourage our students to worship Jesus through song, prayer, and action. Our Preschool and Elementary groups will be trying a new curriculum through the Bible Engagement Project and our Nursery group will be continuing their curriculum with Radiant Life.

## Midweek Service

The goal for our Wednesday night program is to partner with parents by equipping them to share Jesus at home with their children, and utilize BNE Kids as an additional resource to the foundation they are building at home. Our Wednesday night program is for parents who sign up for LifeGroup sessions, attend LifeTeachings, and Encounter services. During our midweek BNE Kids program we strive to let the evening be relational and conversational about Jesus, while incorporating fun and games that make church a place they love to be.





# Ministry Teams

In 2023 there are 4 strategic efforts that will be made to strengthen our in-house ministries in keeping with BNE's core values.

## Increase engagement through a volunteer recruitment campaign

In order to support our ministry leaders we will be initiating a church wide campaign to recruit volunteers that are talented in ways that lend to respective ministries within BNE. The planning of this will begin in the first quarter of 2023 with the input of BNE's ministry leaders, board, and elders.

## Refacing of the Connect Center

Our plan is to create a more resourceful and adaptive space within the foyer that gives people immediate access to information. This section will no longer be a desk with a volunteer standing behind it responsible for dispensing information, but rather assisting people in obtaining the grab and go information prepared and displayed in this section of the foyer. The purpose behind this is to create a more inviting area where information can be streamlined.

## Roll out of Security Team

The security team under the leadership of Kirk Ducharme will be pioneered in early 2023. This new ministry will work in cooperation with the Bristol Police during

our Sunday morning worship services in order to prevent and eliminate any threats against BNE and ensure the continued safety of its members and guests.

## Establish a comprehensive manual for all volunteers & lay leadership

This manual will be a governing document for all ministries that operate within BNE. It will include mission statements and core values, general expectations, code of ethics, key safety information, and standard operating procedures.

## Internship Program

Over the past year BNE has been developing relationships with local Bible colleges. Our goal with this has been to invest in the next generation of Christian leaders by providing opportunities for practical, hands-on ministry experience. While we have hosted students on a short term basis, in the summer of 2023 we will expand this to a 7 week experience for up to four college students with programs that are focused on next generation ministries, media and production, pastoral leadership and leading worship.



# Spanish Ministries

## Interpretation ministry

Continue to seek one more interpreter to join the group. Continue to encourage current interpreters to strive for higher standards when they are interpreting.

## Bilingual Encounter nights

As the Spanish community grows in our church, we will continue to have bilingual encounter nights every three months. The goal is to provide a hybrid English and Spanish worship experience.

## Spanish LifeGroups

In September 2023 begin training two ladies to lead spanish/bilingual life groups. The goal is that in January 2024 those two ladies will be able to lead two groups for spanish speaking ladies.

# Community Outreach

We will continue to have outreach events in 2023, but after careful evaluation of past events, we are still in the process of restructuring our approach to better use our resources and impact our community. Our goal for 2023 is to have at least two events that will be geared towards engagement

with the community. We will continue to hold the event Festival of Nations, November 12 as it emphasizes our diversity and unity. Additionally, we would like to raise a leader to assist in and eventually lead these outreach initiatives.



