

Trinity United Methodist Church

Vision and Five Year Ministry Plan

October 2017

*Connecting, Growing,
Serving*

**Trinity United Methodist Church
Vision and Five Year Ministry Plan**

Our mission is to make and nurture disciples of Jesus Christ for the transformation of the world.

Introduction

In the fall of 2016, a committee was formed at Trinity UMC to guide the process of developing a Vision and Ministry Plan for the church, focusing on the next five years. This document is the result of the work of that committee.

The committee worked with the following goals in mind:

- Work together and communicate openly and honestly
- Listen and discern God's will and purpose for our church
- Develop a five year Vision and Ministry Plan for Trinity

Our Challenge – Running the race that is before us

Therefore, since we are surrounded by so great a cloud of witnesses, let us also lay aside every weight and the sin that clings so closely, and let us run with perseverance the race that is set before us. (Hebrews 12:1)

Both Trinity UMC and the Blythewood community have experienced significant change since the early 2000's. After more than a decade of steady growth in membership and expansion of both program and facilities, Trinity has experienced a plateau in the last three to four years, followed by a decline in attendance and in financial strength. While this was thought by some to be precipitated by the change in pastoral leadership, the Vision Team assessed this was not the case since the leveling off had begun prior to the pastoral reassignment. The emergence of appealing new congregations in the Blythewood community and the cyclical nature of church growth are thought to be contributing factors.

There is also the thought that perhaps with the period of sustained growth, Trinity lost focus somewhat on part of its core mission of making and nurturing disciples within the existing body. In addition, not everyone who became a part of Trinity during the growth period has been completely assimilated. These dynamics is not uncommon in growing churches.

Trinity is blessed to be in a growing community. It is a strong church with significant potential to reach a growing and more diverse population and to experience continued growth and fulfillment of its calling. Our mission has not changed, and our opportunity now and over the next five years is to re-interpret that mission for this new period in our existence. This challenge is what the Vision Team is seeking to address, through prayer, listening, and dialogue, and through the development of this ministry plan. Our opportunity is to identify and implement strategies consistent with our calling to make and nurture disciples of Jesus Christ for the transformation of the world.

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The Visioning process – Reaping the harvest

Then he said to his disciples, “The harvest is plentiful, but the laborers are few; therefore ask the Lord of the harvest to send out laborers into his harvest.” (Matthew 9:37-38)

The Vision Team

Persons who have served on the Vision Team are: Jake Wells, Chair; Clark Cox, Michelle Duncan, Ellis Farr, Mellanie Jinnette, Staci Marshall, Ericka Phillips, Marc Smith, and Bob Wood. Pastor Clyde Scott joined the team at the time of his appointment to Trinity in April. Lex McDonald facilitated the process on behalf of the Columbia District Congregational Development Committee.

The team was intentionally formed as a diverse cross section of our membership including some newer members. In our initial meetings the team members were asked to commit to the following actions:

- Pray for the church and its leadership
- Love the church enough to want it to be better
- Embrace the belief that with God all things are possible
- Imagine the future
- Commit to renewing the church
- Communicate – listen and share

Scriptural References to the Church

Each member of the Vision team was asked to identify a verse or set of verses that best describe for them the nature and purpose of the church. Those verses relate to the sections of this document and are quoted in those sections where they have the greatest application.

Proverbs 27:17 – Sharpen One Another, Hebrews 10: 24-25 – Encouragement, (Clark Cox); Hebrews 12:1 – The Race Before Us (Michelle Duncan); Matthew 25:40 – The Least (Ellis Farr); Jeremiah 29:11 – Hope (Mellanie Jinnette); Matthew 18:20 - Where Two or Three Are Gathered (Staci Marshall); Matthew 28: 16-20 – The Great Commission (Ericka Phillips); Matthew 9:37-38 – The Harvest, John 15:16 – Bearing Fruit, Proverbs 29:18 – Vision (Jake Wells); Isaiah 40:31 – Strength (Bob Wood); Ephesians 4:11-13 – Maturity in Christ (Lex McDonald)

Listening Sessions

The Committee met monthly over the period of a year to develop this plan. Between meetings, communication and listening sessions were conducted during the months of March, April, and May.

The listening sessions were an effort to gain perspective and input from the entire range of groups and individuals in the church. Several community leaders were also given the opportunity to offer their thoughts regarding Trinity’s role in the community.

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For the listening session, the questions posed were:

1. When we are at our best, what are we like?
2. What do you like best about our church? (other than 'the people')
3. What is unique and distinctive about our church?
4. What are some areas in which we could do better?
5. What are the biggest challenges we face?
6. What are the biggest opportunities available to us?
7. What is the one important thing we should do in the next twelve months?

The results of the listening sessions were tabulated and reviewed, with the results being a guiding focus for the work of the team. Predominant responses in the listening sessions could be grouped in the following themes:

1. At our best - open, caring and compassionate, enthusiastic and welcoming, growing
2. What we like best about our church - The 'right size' of our congregation, fellowship, our diversity, our location and community outreach, our variety of programs
3. What is distinctive - Location central, a number of our programs, our child care program, different backgrounds of our church community
4. What we could do better – better communication, youth program, care and nurture of all members, need more space, equipping of wider range of volunteers and leaders, acceptance of new programs
5. Biggest challenges – communication, "competition," finances, developing leadership, aging facilities, perception of being the "Country Club Church"
6. Biggest opportunities – housing development, CAB being on campus, missions, expansion of youth and college ministry, growth
7. Next twelve months – Consider new worship service, maintain momentum, continue praying (and pray more), be better at intentional prayer, develop a new logo and "put it everywhere"

The listening sessions functioned not only as input, but also as a healthy dialogue about the direction and future of our church. Our identity as a faith community, our sense of purpose, and our relationship to God are the fundamental questions that any church must focus on if it is to survive and prosper. In that regard, the listening sessions became 'holy conversations,' born out of our shared commitment to live our lives as disciples of Jesus Christ, and surrounded by 'the great cloud of witnesses' and supported by ongoing prayer for our church.

Our Vision – Until We all Achieve Faith and Maturity

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. (Ephesians 4:11-12)

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Who we are:

Trinity is a fellowship of diverse believers united by our faith in Jesus Christ as our Lord and Savior. We exist to make and nurture disciples of Jesus Christ through inspiring worship, transforming Bible studies, Life Groups, and compassionate outreach and evangelism to the community. We strive to be a community of open hearts, open minds, and open doors where all may experience the love of God and the presence of the Holy Spirit. We commit ourselves through prayers, presence, gifts, service, and witness so that God will use us to transform our community and the world.

What we do:

The Vision team has embraced an approach to planning that is consistent with Henry Blackaby's definition of spiritual leadership as 'moving people on to God's agenda.' We know that prayerfully seeking God's agenda for us as a church and committing ourselves to follow is and should always be our ultimate goal.

At Trinity we believe that our ministry can best be summed in the phrase "Connecting, growing, serving." We believe these activities lead to the process of "finding." Our activities lead us to "Find God, (connecting) find yourself, (growing) and find your way (serving)." We believe that we find God both in the church and at different places and times 'in the world.' We believe that we grow through worship, through fellowship, and through studying God's Word and seeking to apply it to our lives. We believe that we find the highest calling and our best life in serving God, as a living expression of God's grace in our lives. Our calling is to find God, find ourselves, and find our way in the world through service and servant leadership.

In terms of the Trinity, we connect with God, we grow through our knowledge of and relationship with Christ, and we serve through the guidance and inspiration of the Holy Spirit.

Our Vision for 2018 through 2022

We see a return to the steady growth of reaching new people, better resources, more worship opportunities, better and more ongoing ministries and events, and more enhanced facilities.

We see a church that embraces the opportunities offered through its place in the Blythewood community. We see a church that focuses on its mission to reach new people, make disciples of Jesus Christ, nurture and care for one another, and seek the transformation of the community.

We see a church with everyone involved in a life group, with more diverse, more unified and more involved membership. We see deeper spiritual relationships with each other; we see more active youth and youth opportunities, while becoming more receptive to generational differences.

We see a church with new leadership that is actively developed, leading to a more missional church – one that exists for those 'that are not here yet'

The gifts he gives us:

Paul reminds us that we live in a manner that seeks to move forward. "Forgetting what lies behind," we press on towards the goal, knowing that God gives us different gifts.

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Through our discussion and submission of ideas, our team members have been listed with an area of focus that is important to them and that reflects that team member's gifts. As a team we see ourselves as 'keepers' of these themes and parts of our plan:

- Jake – Communicating and building our identity
- Clyde – Leadership, relationships, theology
- Ericka – Reaching new people to broaden our demographic
- Michelle – Numbers matter – growth and communication
- Bob – Disciple development in small intentional groups
- Mellanie – Worship – both current and new, as the key to our life together
- Ellis – Community ministries and outreach
- Staci – Nurture and care for the intergenerational 'family'
- Clark – Our facilities as our ministry

Our Ministry Plan

Our Ministry Plan addresses a five year time frame beginning in 2018. The plan identifies the following six Initiatives:

- Communication – Sharpening One Another
- Evangelism/Growth – Going Out and Making Disciples
- Nurture/Discipleship Development – Loving and Encouraging One Another
- Community Ministry – Seeing The Lord in Our Midst
- Spiritual Practices/Worship – Renewing Our Strength
- Facilities – Our Future Hope

Initiative One: Communication – Sharpening One Another

Iron sharpens iron, and one person sharpens the wits of another. (Proverbs 27:17)

Background

Communication issues can be one of the signs that the church is growing. New people become part of the fellowship but they may not be totally assimilated into the life of the congregation. In addition, as the church grows, some longer term members may experience the feeling that things are happening that they are not aware of or not involved in.

The Vision team discussed the feedback from the listening sessions related to communication, which was one of the predominant topics that church members feel concern about. The Vision team looked for ways that we can build open and honest communication, knowing that in the church there will often be information about members and staff that cannot be shared widely. Overall there is the recognition that often when people say "I don't feel that there is good communication" they may mean "I don't understand what is happening or why, and I don't feel connected to the church."

In the planning team discussions, we asked the question "What distinguishes us a church, and how can we spread the word about us?" We seek ways that we can better communicate the unique community that is Trinity, and in so doing bring people who are 'at the margins' of the church back into the fold, while also adding new members

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Objectives	Action Steps		Measures	Leadership
	1-3 Years	3-5 Years		
Communication Director and team to initiate new ways to communicate Trinity's identity and mission	<ul style="list-style-type: none"> • Develop a new slogan and consider addition of a new logo • Re-do the website to reflect updated message of identity and mission • Enhance our social media presence in ways consistent with our mission and in keeping with United Methodist policy on use of social media. 	<ul style="list-style-type: none"> • Re-evaluate and change as needed within five years 	<ul style="list-style-type: none"> • Measure – number of new persons attracted to Trinity through new communication strategies and who visit/join • Leadership – Visioning Team, Communications Chair 	
Enhance internal and external communication	<ul style="list-style-type: none"> • Appoint a Communications Chair to implement communication strategies through interpersonal, print, and electronic means. • Initiate text messaging system from the church office to receive reminders and updates • Develop strategies to “market” Trinity in the community • Review and consider developing new signage on the campus 	<ul style="list-style-type: none"> • Continue to monitor quantity and quality of “connection points” both internal and external • Implement new strategies as needed 	<ul style="list-style-type: none"> • Measure – number of persons both inside and outside Trinity who receive communication/messages in a given time period (week, month, etc.) • Leadership – Communications Chair and team 	
Develop focus on those who exist ‘at the margins’ of church life (i.e. students away at college, home bound persons, ‘drifting’ members)	<ul style="list-style-type: none"> • Identify those who exist in this category and develop targeted messages to maintain connection 	<ul style="list-style-type: none"> • Continue to monitor and build communication strategies 	<ul style="list-style-type: none"> • Measure – identification of persons/groups and specific strategies implemented • Leadership – Communications Chair and team 	

12 month priorities: Communications director, adopt new slogan, review logo

Logistics: Jake Wells

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Initiative Two: Evangelism/Growth – Going Out and Making Disciples

Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age. (Matthew 28:16-20)

Background

Trinity is blessed to be located in a growing community, one where people choose to live although they may commute long distances for employment, services, etc. Trinity is also blessed with a central and visible location on one of the main thoroughfares in Blythewood.

The Vision team recognizes however that location and community growth alone will not automatically result in church growth, and that intentional strategies are needed. The Gospel calls us to reach new people and introduce them to the saving grace of Jesus Christ, and to assist them in seeking an active faith relationship through the community of the church. This means that reaching new people must be with the goal that we “assimilate and retain;” that is, get them here, keep them here, and keep up with them.

The team is focused on implementing a plan that will build Trinity’s membership and diversity. When people say that Trinity is the ‘country club church,’ it suggests a perception that persons from differing socioeconomic or ethnic backgrounds may not feel welcome or fit into the life of the church. We seek to undo that perception where it exists and guard against reinforcing it.

The team discussed that in modern society we have increasing numbers of persons who may have reached adulthood without ever having set foot in a church for any reason. How do we best reach all of those who are in our community, welcome them, and help them to want to come back? Our plan seeks to implement ways to have Trinity become the kind of church that Jeff Kersey spoke about when he said “we do as many things as we can for those who are not here yet.”

Ministry Plan

Objectives	Action Steps		Measures	Leadership
	1-3 Years	3-5 Years		
Become goal driven at reaching new people and incorporating them into our fellowship	<ul style="list-style-type: none"> • Add strategies for visitor reception and follow up, including hospitality ministry • Complete Mission Insite to develop demographic data on our community • Analyze worship attendance trends and adopt numerical goals 	<ul style="list-style-type: none"> • Continue to reach new people, set numerical targets • Monitor for consecutive years of numerical growth 	<ul style="list-style-type: none"> • Measure - 7% increase annually in worship attendance, 5% increase annually in membership over the next 5 years • Leadership – Clyde, Evangelism team with wide participation by church 	

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Increase the diversity of our membership to reflect the overall demographics of our community	<ul style="list-style-type: none"> • Develop intentional messaging promoting broadly defined diversity reflecting true Christian community • Develop leaders from broader categories and newer members 	<ul style="list-style-type: none"> • Revisit community demographic data • Maintain continued focus on targeting diversity specific goals 	<ul style="list-style-type: none"> • Measure – includes all factors of inclusiveness – as exhibited in culture of non-judgmental acceptance and openness (willingness to accept people as they are and where they are, and then build discipleship) • Leadership – Evangelism team and all church leaders
Enhance our membership assimilation and retention	<ul style="list-style-type: none"> • Transition and retention strategies, including designated sponsors and assignments • Can we track ‘exit’ data? 	<ul style="list-style-type: none"> • Continue to monitor other church start-ups and development • Maintain a ‘last – five years’ data base 	<ul style="list-style-type: none"> • Measure – exit data, retention strategies • Leadership – Evangelism team, Small group leaders, nominations team

12 month priorities: Mission Insite data, explore hospitality effort

Logistics: Ericka Phillips, Michelle Duncan

Initiative Three: Nurture/Discipleship Development – Loving and Encouraging One Another

And let us consider how to provoke one another to love and good deeds, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day approaching. (Hebrews 10:24-24)

Background

The scripture quoted above from Hebrews speaks of provoking one another to love and good deeds, which could be described as the essential nature of nurture and discipleship. The Vision team sees this to be not only ‘half of our mission statement’ (make and nurture disciples) but also as the foundational purpose of the church.

It was pointed out in the team discussion that as we target new people, we also have to care for those that are already part of the fellowship. The nature of this is reciprocal – we are nurtured so that we can in turn nurture others, and we are cared for so that in turn we can care for others. We also recognize that discipleship is always first and foremost relational – it occurs person to person, and within the context of a community of believers.

Ministry Plan

Objectives	Action Steps		Measures	Leadership
	1-3 Years	3-5 Years		
Initiate Life groups (6-8 persons – defined period)	<ul style="list-style-type: none"> • Develop program content, approach • Initiate first 6 month program 	<ul style="list-style-type: none"> • Track results in persons completing program and re-evaluate 	<ul style="list-style-type: none"> • Measures – completion and leaders in place • Leadership – Clyde, Vision Team 	

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Develop a greater 'culture of giving' gifts of self as discipleship	<ul style="list-style-type: none"> • Pastor's Discipleship program • Skills/interest assessment • Target blessings 	<ul style="list-style-type: none"> • Track and evaluate • Implement further methods as needed 	<ul style="list-style-type: none"> • Measures – participants and persons reached • Leadership – Church care and service team
Build youth and young adult ministry	<ul style="list-style-type: none"> • Define youth ministry 'beyond the walls' • Evaluate and build resources 	<ul style="list-style-type: none"> • Build and bridge to 'feeder' programs – Scouts, Childcare Programs, etc. 	<ul style="list-style-type: none"> • Measures – expansion numbers, new visibility • Leadership – staff, youth ministry team
Build on success of the older adult ministry	<ul style="list-style-type: none"> • Maintain effective communication • Grow leadership 	<ul style="list-style-type: none"> • Track results and vitality of ministry • Implement new programs as needed 	<ul style="list-style-type: none"> • Measures – participation and program quality • Leadership – staff, participants
Develop the intergenerational family	<ul style="list-style-type: none"> • 'Surrogate' family • Confirmation Faith mentors • Build Stephen ministers 	<ul style="list-style-type: none"> • Implement variety and new methods 	<ul style="list-style-type: none"> • Measures – number of connections made • Leadership – family ministries

12 month priorities: Life Groups, Pastor's Discipleship program, skills assessment, Stephen ministers
Logistics: Staci Marshall, Bob Wood

Initiative Four: Community Ministry – Seeing The Lord in Our Midst

Lord, when was it that we saw you hungry and gave you food or thirsty and gave you drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? And when was it that we saw you sick or in prison and visited you? .And the king will answer them, 'Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me. (Matthew 25: 38- 40)

Background

Whereas making and nurturing disciples (the first half of our mission statement) is addressed in our previous initiative, the second part of our mission states that we do this 'for the transformation of the world.' The scripture cited in Matthew clearly states that we are serving Christ when we seek to minister to the needs of the 'least, the lost, and the lonely.'

As stated at other points in this document, we recognize that Trinity occupies a unique place in the Blythewood community, and we believe that this is a blessing that carries significant responsibility for ministry to the community. In discussing opportunities that lie before us, the team asked "What are we known for? What do people in the community think/feel when they ride by our church? What are the issues in our community – that we may not be aware of, and how can we be a means of healing, reconciliation, and building bridges?"

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Objectives	Action Steps		Measures	Leadership
	1-3 Years	3-5 Years		
Broaden ministry of the Counseling Center	<ul style="list-style-type: none"> Partner with children’s ministry, Scouts, etc. to offer life skills (parenting, etc.) to the community 	<ul style="list-style-type: none"> Evaluate success for continuance 	<ul style="list-style-type: none"> Measure – team and plan in place Leadership – Community ministry 	
Target projects in the community through the CAB ministry	<ul style="list-style-type: none"> Build a Response team Family and personal development (parenting classes, financial planning, etc.) 	<ul style="list-style-type: none"> Re-evaluate with specific criteria Target new activities 	<ul style="list-style-type: none"> Measure – Number of lives reached through response Leadership – Community ministries 	
Develop a public ministry ‘outside the walls’ of the church	<ul style="list-style-type: none"> Establish an idea group and delegate to small groups ‘Blessing’ community servants program Target activities ‘off campus’ (Music, VBS, etc.) 	<ul style="list-style-type: none"> Expansion of public ministry 	<ul style="list-style-type: none"> Measure – Trinity is known in the community as the church beyond the walls Leadership – Community ministries 	

12 month priorities: Broaden Counseling Center ministry, initiate public ministry idea team

Logistics: Ellis Farr

Initiative Five: Spiritual Practices/Worship – Renewing Our Strength

But those who wait for the LORD shall renew their strength. They shall mount up with wings like eagles; they shall run and not be weary; they shall walk and not faint. (Isaiah 40:31)

For where two or three are gathered in my name, I am there among them. (Matthew 18:20)

Background

A key to this initiative was pointed out by one of the team members when she asked “Societal norms are changing, but Biblical principles are not. How do we respond to changing societal norms?” As with several other of our initiatives, the area of spiritual practices and worship is foundational to who we are and to our life together as a church. Worship that communicates the truth of the Gospel and God’s continuous activity in the world is one of our responses to changing societal norms.

In several of our listening sessions, one of the overwhelming responses to the question “What do you like best about our church” – was the music. Trinity is blessed with enormous talent in our music ministry. There are many opportunities to collaborate and combine our music groups – both children and adults. By combining events are opportunities to worship, we are strengthening our bond through praise and worship with music.

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Trinity is blessed with a beautiful and spacious worship space that is non-traditional in design. This provides opportunities for innovative practices that help distinguish us as a church. We are called to take full advantage of the blessings inherent in the worship space that we have been given, and to maintain and protect it for continued use in the future. At the same time, worship is about people encountering and connecting with God, and we know that this can happen in various times and locations. We recognize the calling that we have to provide a variety of worship experiences, so that people can encounter God in new and meaningful ways.

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Objectives	Action Steps		Measures	Leadership
	1-3 Years	3-5 Years		
New worship service outside the sanctuary	<ul style="list-style-type: none"> Develop an action plan, implementation logistics Target specific purpose for conducting new worship 	<ul style="list-style-type: none"> Initiate worship service Remain mobile 	<ul style="list-style-type: none"> Measure – response, attendance & vitality of worship Leadership – Clyde, worship team and staff 	
Innovative worship practices	<ul style="list-style-type: none"> Develop 5th Sunday services Innovative practices to include faith sharing, use of video, shared worship, etc. 	<ul style="list-style-type: none"> TBD – based on interim practice 	<ul style="list-style-type: none"> Measure – response and participation by congregation Leadership – Clyde, staff, worship team 	
Enhance sanctuary worship space	<ul style="list-style-type: none"> Review incomplete items from the 2011 plan Focus on sanctuary – larger chancel area, storage and equipment, etc. 	<ul style="list-style-type: none"> Keep active ‘wish list’ for worship space/equipment Identify future needs 	<ul style="list-style-type: none"> Measure – Completion of identified renovations/to do list Leadership – Clyde, worship team and staff 	

12 month priorities – Action plan for new worship service, 5th Sunday services

Logistics – Mellanie Jinnette

Initiative Six: Facilities – Our Future Hope

For surely I know the plans I have for you, says the LORD, plans for your welfare and not for harm, to give you a future with hope. (Jeremiah 29:11)

Background

Trinity has a specific and well developed architectural rendering of our campus, with additions that would enhance the campus and provide additional meeting space. Our challenge is to determine what events and activities would indicate the need to implement the additions.

Our team has also embraced the idea that one sign of a vital church is the number of people that set foot on its campus on a weekly basis. We believe that the concept of a ‘full service campus’ is possible for Trinity, indicating ministry occurring for all ages and background of persons, and addressing the total person – body, mind, and spirit.

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We know that in order for our campus to reach more of its potential use, we must maintain the commitment to have a wide range of successful programs in place. In addition, we must also maintain the commitment to provide the financial resources needed to keep our campus attractive and accessible.

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Objectives	Action Steps		Measures	Leadership
	1-3 Years	3-5 Years		
Set targets to make Trinity a 'full service campus'	<ul style="list-style-type: none"> Evaluate the use of our campus for activities on a weekly basis Develop activity for 'body mind and spirit' for all age groups 	<ul style="list-style-type: none"> Track numbers and add new initiatives 	<ul style="list-style-type: none"> Measure – use of campus by number and age ranges Leadership – Church council and program ministries 	
Increase the 'hospitality' element of the campus	<ul style="list-style-type: none"> Evaluate signage and add or change, increase visual appeal Evaluate ease of access on Sunday morning 	<ul style="list-style-type: none"> Continue to implement hospitality elements 	<ul style="list-style-type: none"> Measure – feedback on 'entry' experience Leadership – Church council and program ministries 	
Conduct formal review of our campus plan and link to our ministry plan	<ul style="list-style-type: none"> Update and ensure continued alignment with our goals and direction. Identify actions needed to reach the next phase 	<ul style="list-style-type: none"> Implement next phase as milestones are achieved 	<ul style="list-style-type: none"> Measure – milestones achieved towards next phase of plan Leadership – Church council, Trustees 	
Initiate growth strategies in support of facilities	<ul style="list-style-type: none"> Evaluate through the church council and with projected five year financial plan 	<ul style="list-style-type: none"> Consider debt retirement effort 	<ul style="list-style-type: none"> Measure – financial base increased Leadership – Church council, Trustees 	

12 month priorities: Formal review of our building plan to link it to our ministry plan

Logistics: Clark Cox

Ministry Plan Summary – Initiatives and Objectives

Initiative One: Communication - Sharpening One Another

- Communication Director and team to initiate new ways to communicate Trinity's identity and mission
- Enhance internal and external communication
- Develop focus on those who exist 'at the margins' of church life (i.e. students away at college, home bound persons, 'drifting' members)

Initiative Two: Evangelism/Growth - Going Out and Making Disciples

- Become goal driven at reaching new people and incorporating them into our fellowship
- Increase the diversity of our membership to reflect the overall demographics of our community
- Enhance our membership assimilation and retention

Initiative Three: Nurture/Discipleship Development – Loving and Encouraging One Another

- Initiate Life groups (6-8 persons – defined period)
- Develop a greater 'culture of giving' gifts of self as discipleship
- Build youth and young adult ministry
- Build on success of the older adult ministry
- Develop the intergenerational family

Initiative Four: Community Ministry – Seeing The Lord in Our Midst

- Broaden ministry of the Counseling Center
- Target projects in the community through the CAB ministry
- Develop a public ministry 'outside the walls' of the church

Initiative Five: Worship/Spiritual Practices - Renewing Our Strength

- New worship service outside the sanctuary
- Innovative worship practices
- Enhance sanctuary worship space

Initiative Six: Facilities – Our Future Hope

- Set targets to make Trinity a 'full service campus'
- Increase the 'hospitality' element of the campus
- Conduct a formal review of our campus plan and link it to our ministry plan
- Initiate growth strategies in support of facilities