



I. Trinity United Methodist Church

Appendix III to the Strategic Plan for 2006 to 2016

Prepared By

The Vision Statement Task Forces

Submitted by the Long Range Planning Committee To

The Church Council

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Table of Contents

VISION 1 – Vibrant, Worshiping Community	3
VISION 2 - Actively Engaged Laity.....	5
VISION 3 - Thriving Missions and Outreach.....	6
VISION 4 - Catalytic Leader for Good.....	11
VISION 5 - Comprehensive Recreation and Health Ministry.....	20
VISION 6 - Stellar Children and Youth Ministries.....	21
VISION 7 - Dynamic Adult Ministries.....	28
Young Adults Ministry.....	28
VISION 7 - Dynamic Adult Ministries.....	28
Older Adult Ministries	28
VISION 7 - Dynamic Adult Ministries.....	29
BOOMERS/VISIONING	29
VISION 7 - Dynamic Adult Ministries.....	30
VISIONING FOR COLLEGE AGE PROGAM.....	30
VISION 7 - Dynamic Adult Ministries.....	31
Single Ministry Outreach Long Range Planning:	31
VISION 8 - Leader in Intergenerational Ministries.....	32
VISION 9 – Vital Christian Teaching	35
VISION 10 - A Place of Financial Health	39
VISION 11 - Prayer Permeates all that we do	40
VISION 12 - An Inviting, Welcoming Community.....	42

VISION 1 – Vibrant, Worshiping Community

Trinity will be a vibrant, worshiping community of faith with Spirit inspired worship, relevant messages, dynamic music, and multicultural expression. People will know they are deeply loved by God in Christ, be greatly encouraged by one another, and will be enthusiastically committed to our common vision and mission.

Worship is the heart and soul of any church, as it is at Trinity. Worship is the primary place where the largest number of the community of faith gathers together to praise and worship God, and to experience God's holy presence. In worship we experience true fellowship through giving and receiving love by following the example of Jesus Christ. It is in worship that we receive inspiration and illumination through the power of the Holy Spirit. In worship, we also follow the tradition of the biblical prophets by being challenged, equipped, and encouraged to live and serve faithfully as God's children and as disciples of Jesus Christ.

Overarching goals:

- (1) To worship the Triune God and to offer our heartfelt praise.
- (2) To express a faithful witness to the teachings of Holy Scripture and the historic Christian Creeds,
- (3) To communicate in creative and imaginative, often multisensory ways that are as relevant as possible to the culture in which we live.
- (4) To create worship experiences that are both inspirational and transformational, that are both historically rooted and culturally connected, that are experientially viable while also celebrating the objective reality of the Triune God.

In relationship to the eleven-fold visionary statements and their goals, we affirm that while the goal of worship is primarily to worship God, it is also the arena in which the visions, dreams and hopes of the congregation can be modeled, celebrated, articulated and lived. For example, task force four is requesting that we give great emphasis to the notion of "servant leadership." While there are ancillary ways to accomplish this goal, we will likely (a) invite a nationally known person to preach in our worship services on "servant leadership," (b) our pastors will preach a series of sermons on this theme, and (c) our worship team will plan multisensory, creative services during such time to reinforce the theme for the congregation as a whole.

Similarly for the goals expressed by the task force on prayer: we might invite Richard Foster to come preach; his book on Prayer is one of the best ever written on the subject.

Intergenerationally, we are very intentional about reinforcing this vital concept in our church family; e.g. we have brought the third grade Bible presentation and Confirmation Celebration into the Sunday morning worship service. All Saints' Sunday helps our younger congregants appreciate both the older generation and the meaning of life.

Similar statements can be stated for all of the other task force areas.

Short Term Goals:

- (1) Continue and nurture the excellent team building we have in our worship team; this will strengthen our sense of trust, creativity, unity and passion for steadily enhancing the worship experience at Trinity.

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

(2) Continue our strategic use of multi-sensory expressions in worship (few churches in the country have the expertise that we have in DJ Head's video work).

(3) Continue to listen to God and the congregation for ways to connect more faithfully and completely in our worship experience.

(4) Use an "exit interview" with first time visitors to get their impressions of our worship services. This will be a brief/short survey of three questions re: the sermon, the music, our friendliness.

(5) With the Evangelism task force, we will reinstate the green apron ministry to have everyone welcome by several persons prior to their ever having entered the Worship Center, thus helping to prepare their hearts for worship even in the parking lot.

Mid Term Goals:

(1) We will engage in a process with the church leadership to look at the demographics of our worship to determine if we should consider changing such things as (a) worship times, (b) worship styles, e.g. transforming one of our services to a "praise service," a jazz service, etc.

(2) We will be intentional about living "out of and into" who we are as Trinity, while continuing to learn from other dynamic churches who are "doing it well." We have something very special at Trinity that we never want to lose, but we also want to be continually open to new ideas about ways to improve what we do.

Long Term Goals:

Sometime in the next ten years we will begin to look at the needs for a Sanctuary. We believe it will be important for us to study carefully two options: (1) A large sanctuary (1200-1500 seats) with the current worship center becoming our family life center, or (2) a moderate sized sanctuary (500-700 seats), while keeping the current worship center as it functions now as both a place of worship and a place for eating, fellowship and meeting. This would necessitate the building of a true family life center with gym, etc.

The relevance of this study for worship over the next ten years is that the second option has a number of things in its favor:

(a) it allows great versatility to enable both strong traditional worship and dynamic contemporary worship, both going on at the same time. A number of churches are doing this.

(b) there is a growing appreciation for smaller, more intimate settings for worship, particularly is this true of traditional worship.

(c) there are many more considerations that a study will want to consider in the future.

VISION 2 - Actively Engaged Laity

Our Vision Statement:

Our vision is that every person will desire to use their time and abilities to serve God through the life of the church.

Our Mission Statement:

As we identify, recruit, train and reward the volunteers at Trinity we offer them the opportunity to use their time and abilities in activities that will provide both personal satisfaction and allow them to give meaningfully to the church.

Our short-term goals (over the next 6 months)

- Rework the website to make Volunteer Ministries easy to locate and identify on the home page.
- Develop printed materials to support the advertisement of volunteer needs and opportunities through the creation and use of posters, calendars, pew cards and bulletin inserts.
- *Trinity Times, Opportunities for Service*, a publication to begin in October of this year to focus on specific needs and service possibilities, for distribution on Sunday mornings and on the website.
- "Pledge of Time or Service" to be included in the 2006 Stewardship campaign.
- Course offering at Wednesday Night Live, "Serving From the Heart" (an exploration of spiritual gifts). Being offered this eight-week session.

Intermediate Goals (Over the next year)

- Redraft the "Sharing Gifts at Trinity" survey to make it less overwhelming to complete. Maybe focus on a section at a time and not ask people to complete the entire form at one time.
- Develop a "Volunteer Catalog" with a complete list of job descriptions on the website and available at the Information Station.
- "Sharing Gifts Survey" available on-line.
- Spiritual Gifts survey available on-line.
- Training modules for the various job description and service areas.
- Utilize the "Servant" computer program in Shelby to match the interests and talents of individuals with volunteer needs.
- Ongoing recognition for individuals involved in volunteer ministry. (notes, highlighting in bulletin and Word, celebration dinners, etc.)

Long-term Goal

- The "culture" of volunteerism will be evident at Trinity and participation will be across the board within the congregation.

VISION 3 - Thriving Missions and Outreach

<p>Church Leadership— Pastoral Staff; Department Directors; Church Council</p>	<ul style="list-style-type: none"> • Increase recognition of mission activities • Encourage congregation to view mission work as part of identity as Christians and Methodists • Serve as a visible model of commitment to mission work by participating on mission trips • Emphasize importance of funding mission activities through mission boxes and general budget • Become more informed about local community needs and opportunities for service • Advocate for the creation of new “Missions Director” position and prepare job description • Identify current level of Missions and Outreach funding and committed expenditures • Develop information management 	<ul style="list-style-type: none"> • Continue each of the previous objectives, working toward greater congregational involvement in missions work • Achieve 50% congregational involvement in missions and outreach • Become a model church in the Florida Conference with regard to mission activities • Become recognized by the North Florida community as a leader in local mission work and outreach activities • Increase funding by 50% over 2005 budget year 	<ul style="list-style-type: none"> • Establish an international reputation for outstanding mission work in the community, the nation, and the world • Increase funding by 75-100% over 2005 budget year • Achieve 75-100% congregational involvement in missions and outreach
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Trinity United Methodist Church Long Range Planning Final Report - Appendix III

	<p>tools to present budgetary information in a more understandable way</p> <ul style="list-style-type: none"> • Increase funding for Mission and Outreach programs by 25% • Highlight Biblical examples of mission work in sermons 		
Missions Director	<ul style="list-style-type: none"> • Establish 1.0 FTE Missions Director position • Identify monthly missions activities • Link with UMVIM, UMCOR, and other churches who participate in missions • Mentor new leaders for mission trips • Serve as, or designate, a local UMVIM representative • Establish Trinity as a local social service facility 	<ul style="list-style-type: none"> • Increase scope of missions activities • Recruit and mentor new mission leaders • Add Missions & Outreach Intern or Part Time staff. • Hire full time staff to assist with local social service needs 	<ul style="list-style-type: none"> • Increase scope of missions activities • Recruit and mentor new mission leaders • Add Missions & Outreach Intern or Part Time staff.
Mission Activities Members	<ul style="list-style-type: none"> • Begin research to establish a year-round supported mission program in a foreign country • Establish year round mission opportunities within our country • Establish monthly, local mission 	<ul style="list-style-type: none"> • Support stay of missionaries in foreign countries 	

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

<p>Missions Committee Members</p>	<p>opportunities</p> <ul style="list-style-type: none"> • Establish scope of Committee's authority and purpose • Require all trip leaders to present mission plan, objectives, and budget before mission trip commences • At the conclusion of each trip, mission leaders will report on accomplishments, follow-up plans, etc. • Help educate congregation about mission opportunities • Continue to act as stewards of missions budget 		
<p>Local Activities Church Membership</p>		<ul style="list-style-type: none"> • Financially support Helping Hands Clinic; clinic should be run by volunteers from Trinity <ul style="list-style-type: none"> • Operate a program to help teens in the community • Run a Meals-On-Wheels Program out of Trinity; begin offering meals one or two days per week, increasing up to five days • Work in clusters – churches to 	

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

		<p>help other churches develop mission trips</p>	
<p>Within the United States- Church Membership</p>	<p>Establish a permanent disaster relief team</p>	<ul style="list-style-type: none"> • Develop a disaster response that could respond to non local disasters 	<ul style="list-style-type: none"> • Develop a mission for Native American Indians
<p>International Missions- Church Membership</p>		<ul style="list-style-type: none"> • Work in clusters – churches to help other churches • Sponsor a year-round relief effort • Encourage Trinity members to visit program and • provide financial support 	
	<ul style="list-style-type: none"> • Set up and engage cluster churches in joint ventures 	<ul style="list-style-type: none"> • Work in clusters – churches to help other churches 	<ul style="list-style-type: none"> • Establish sister churches in other regions for mission work
	<ul style="list-style-type: none"> • Continue ASP and expand to adult group -fall yearly 	<ul style="list-style-type: none"> • Stronger tie with United Methodist Women 	<ul style="list-style-type: none"> • Establish TUMC as a Training center for mission trips with United Methodist Volunteers in Missions (UMVIM)
	<ul style="list-style-type: none"> • Develop Aids response 	<ul style="list-style-type: none"> • Encourage training adult leaders year round 	<ul style="list-style-type: none"> • Develop Elder Care
	<ul style="list-style-type: none"> • Encourage young 	<ul style="list-style-type: none"> • Develop 	

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

	retiree to participate in mission	leadership for More trips	
	Establish Adult Leaders for adult ASP trips	<ul style="list-style-type: none"> • Develop leaders for year round mission 	
		<ul style="list-style-type: none"> • Establish a Native American Indian Mission 	
		<ul style="list-style-type: none"> • Work with other churches in mission (Sister Churches) 	
		<ul style="list-style-type: none"> • Permanent disaster relief teams (local) 	
		<ul style="list-style-type: none"> • Educational materials in native language 	
		<ul style="list-style-type: none"> • Develop continuing mission relationship 	

VISION 4 - Catalytic Leader for Good

Introduction.....Pages 1-2
Explanation of focus areas.....Pages 3-5
Goals & Objectives.....Pages 6-10

- *Vision Statement:*

Trinity will be a catalytic leader for good in North Central Florida. It will take the lead often and well in efforts to relieve suffering, unite citizens in worthy causes, and seek common ground.

- *Selected scriptural context*

Phil 4:8-9, Matt 20:26-28, Matt 25:34-40, Luke 6:36-38

- *How does this vision statement relate to how the congregation is called to purpose?*

Jesus consistently stands with the excluded, the outsider, the sinner and the poor. Therefore, as persons who are grounded on Christ, we are called to become persons who see the suffering of others and respond in whatever way is within our power. Jesus calls us as his apprentices to be servant leaders willing to sacrifice our own self-interest for the good of those in our community. ‘...the Son of Man did not come to be served but to serve...’ (Mt 20:28). In short, we are called to act always as Jesus did– with compassion. We have great faith that the people of Trinity UMC can and will, with God’s holy presence among us, fulfill the above vision in the most exemplary fashion, and in doing so we answer Jesus’ call.

- *What are certain key indicators of need in North Central Florida?*

As the Trinity UMC Long Range Planning Committee summary document indicated, we have a tale of two cities, with a moderate to affluent population typically well educated versus a sizable population that lives in the vicinity (just above and well below) of subsistence. North Central Florida (NCF) is dominated by the city of Gainesville, which offers a very high quality of life for those with means, and UF, a major land grant university that attracts students and faculty from around the world. Agriculture has a minor impact in Alachua County but plays a major role in the economy of adjacent counties.

Certain statistics paint the picture of an economic divide in the region. 23% of households with 43% of the children in Alachua County, and 20% of households in NCF, are at or below the poverty level; these rates are significantly higher than both state and national averages. Wait times for families seeking affordable housing range from 8 to 36 months. Approximately 50% of children in Alachua County are on free or reduced lunch. The high school dropout rate in Alachua County is double the state average and the graduation rate is 66%. Over 50% of Alachua County jobs are low wage service positions. On the United Way Information and Referral Helpline, the top three unmet needs are financial assistance on utility bills and rent plus transportation. Crime is in part a side effect of the economic disparity of the area, with 25% of the Alachua County budget going to the Sheriff’s budget.

- *What does the task force believe is fundamentally critical to fulfill the vision statement?*

FOCUS AREA- 1: Authentic leaders respond to situations in which they find themselves out of the sense of who and where they are, and on what or in whom they are grounded. “Whatever you have learned or received or heard from me, or seen in me – put into practice. And the God of peace will be with you.”

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

(Phil. 4:9) The spiritual preparation and transformation (inward development) along with God inspired discernment (outward development) of a servant leader are essential for the preparation, for the awareness, and for the spirit that is needed to fulfill this vision. Servant leadership based on Jesus will be Trinity's foundation in the pursuit of being a catalytic leader for good in North Central Florida.

FOCUS AREA– 2: Communities that support children and families with opportunity, education, and compassion are planting seeds that will grow like the ancient cedars of Lebanon. Communities that do not support children and families are sowing the wind and will reap the whirlwind. There are great needs in the areas of education, housing, parental support, and healthcare in Alachua County. Trinity UMC will fulfill the vision statement by enhancing community support for children, youth, and families.

- *What barrier exists to fulfilling this vision statement that we must intentionally strive to overcome?*

"The menace to community today is that we stress what divides us rather than what brings us together. Instead of coming together as fellow travelers on the common human journey of birth, growth, giving birth, work, and death—filled with compassion for one another—we pass judgment on others as we walk by."
(Helen Brown Odin)

We live in a society separated by political animosity, class and economic inequality and communal neglect. Our sense of kinship, solidarity and communion has diminished. Separation and division serve as boundaries that keep communities from being able to address their greatest needs. Boundaries prevent communication and collaboration, raise hostility and emotions, and create artificial impediments to problem solving. Boundaries support a short term focus on issues that demand long term visioning. North Central Florida cannot realize its potential without purposefully and thoughtfully removing these boundaries.

- *What must the people of Trinity UMC have to fulfill this vision?*

Faith	Compassion	Courage	Commitment	Insight
Patience	Participation	Prayer	Sense of Humor	

FOCUS AREA - 1: Developing a culture of servant leadership at Trinity UMC

"I was hungry and you fed me,
I was thirsty and you gave me a drink,
I was homeless and you gave me a room,
I was shivering and you gave me clothes,
I was sick and you stopped to visit,
I was in prison and you came to me....
Whenever you did one of these things to someone overlooked or ignored
that was me— you did it to me." (Mt 25 *The Message*)

In Phil 4:9, Paul seems to be urging us to do as he did and make Jesus our central point of reference and final authority on how we are to become engaged with the powerful, secularizing, self-sufficient, and often demeaning culture in which we live. The Church, two thousand years after the coming of Jesus, has not been immune to the power of that culture. The questions for a bountiful, generous and large-hearted congregation like Trinity are: How do we confront the all encompassing culture in which we live? Is there a way out? Is there a catalytic force that might be used to make the lives of our less fortunate brothers and sisters somewhat better? There is no silver bullet; no one-size-fits-all solution. But there is a model in

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

the life of Jesus, to whom we profess to be apprentices, that clearly demonstrates that there is a compassionate alternative to the prevailing culture. Jesus never sought to be served but to serve (Mt 20:28). As persons who are grounded on Christ, we are called to become persons who see the suffering of others and respond in whatever way is within our power. Jesus calls us as his apprentices to be servant leaders willing to sacrifice our own self-interest for the good of those in our community. Trinity can use the model of his servant leadership.

Henri Nouwen puts it this way, “The most important quality of Christian leadership in the future is not a leadership of power. It is a leadership of powerlessness and humility in which the suffering servant of God is made manifest. Obviously, I’m not talking about psychologically weak leadership in which the Christian leader is merely the passive victim of the manipulations of his milieu, no I’m speaking of leadership in which power is totally abandoned in favor of love. It is true spiritual leadership. Powerlessness and humility in the spiritual life do not refer to people who have no spine and let everyone else make decisions for them. They refer to people who are so deeply in love with Jesus that they are ready to follow him wherever he guides them always trusting that with him they will find life and find it abundantly.”

Why is servant leadership important?

Jesus’ comment to Nicodemus about the need for new birth from above is consequential and portentous. The Christian faith takes very seriously that the nature of each of us, our essence, is the same essence as the nature of God because God has planted in each of us that which is God’s own essence—Love. We are called to grow into it and put it into practice. For a variety of reasons, we often close ourselves to God’s nature that longs to flow through us. If we are to be serious apprentices of Jesus, our essence is to be open to that love until we come to be what God intended for human beings. We are to be serious apprentices of Jesus whose lives reflect his very being and to try to live it out in the limited time we have in this world. Servant leadership is important because it helps us to make Jesus our central point of reference and final authority on how we are to become engaged with the culture in which our church is called to operate.

Why is it important to develop a critical mass of servant leaders in North Central Florida?

In his book *The Divine Conspiracy*, Dallas Willard tells us “Some time back, a drug rehabilitation program ran a commercial that showed an elephant walking around an ordinary home. Everyone studiously tries to ignore it, but it is obviously the biggest thing around the house. Non-discipleship is the elephant in the church. It is not the much discussed moral failures, financial abuses, or amazing general similarity between Christians and non-Christians. These are only effects of the underlying problem. The fundamental negative reality among Christian believers now is the failure to be constantly learning how to live their lives in The Kingdom among Us. ...This gives precise meaning to the phrase ‘cheap grace,’ though it would be better described as ‘costly faithfulness.’ ”

If Trinity is to avoid “costly faithfulness,” it will be important to take the forward steps – the catalytic steps for good - to take our North Florida community in the direction God would have it go. We recognize that it cannot be done individually. It must be a corporate effort carried out by persons who will commit to be serious apprentices of Jesus as servant leaders and pray and work together seriously for the Kingdom to come in this small part of North Central Florida. It will be important to develop a vision that excites the spirit to see the good that is needed in our county. It will be a way of seeing that is different from and contrast with the way the culture sees things. It will break what Walter Bruggeman calls the “monopoly of imagination,” and see things through the eyes of Jesus. We need training and community to help us see through the eyes of Jesus, and to be sensitive to the “not yet” but which “must be” because that is what Jesus might see.

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

How do we envision servant leadership as related to Trinity UMC?

Servant leadership is essentially a process of spiritual transformation that consists of two intertwined activities.

Inward Development

- This is essentially following Christ's call to change and to die to oneself. Often our own inner divisions and brokenness can stand in the way of our loving others. We need to develop an increasingly intimate relationship with God so as to understand what is going on inside of us, who we are, and who we are meant to be. In short, it requires learning to develop a habit of self-reflection that gradually reveals the obstacles to the exercise of Christian compassion.

Outward Development

- As Christians, we are a sent people. We need to deepen our awareness of God's will for us and a develop willingness to do it. This activity requires an awareness of the segment of North-Central Florida's needs to which we are called to respond by using the individual and collective strengths of our church. Essentially, this is the discerning of one's call, and we all have one, and heeding it on behalf of those persons who are overlooked or ignored in our community.

What is the relevant congregation input to the LRPC for this focus area?

- "Grow programs designed for spiritual growth and expression"
- "Intentional development of leadership and volunteerism according to individual gifting"
- "Infuse service ministries and enrichment programs ... with messages of the Holy Spirit"
- "Intentional awareness and development of spiritual gift, talents, and skills"
- "Facilities that are shared to connect Trinity with the community"
- "Forums and leadership development that foster understanding and diversity across a range of perspectives"

FOCUS AREA - 2: Enhancing support for children, youth, and families in Alachua County

There is abundant evidence of insufficient community support for children in Alachua County. A local child abuse hotline receives over 3000 calls annually. The typical waiting period for subsidized child care is two years. The new statewide pre-K program is limited in time (3 h per day), teacher qualifications (no degree required), and overall funding (\$2500/child). The percentage of 3rd graders reading below grade level was 31% and the percentage of 9th graders reading below grade level was 59% in the 2004-05 school year. The high school dropout rate in Alachua County is double the state average; the graduation rate for the 2004-05 school year was 66%. 67% of arrests in Alachua County are in the 12-19 year old age group, including a significant number of violent teenage felonies. Drug and alcohol abuse is a factor in these crimes. Tallahassee spends over 50% more per person on parks and recreation than does Gainesville.

Safe, sound, affordable housing is essential for family stability and a nurturing environment for children. Yet in Alachua County the estimate of additional affordable housing units needed is 3000. This number does not include existing housing in need of significant renovation or repair. Barriers for families searching for affordable housing include availability, upfront costs, and monthly costs. Rents are being pushed upward as new apartment complexes to serve students are built at a greater rate than apartments, duplexes, or houses affordable for lower income people. Estimates given for wait

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

times for families seeking affordable housing range from 8-18 months (Interfaith Hospitality Network) to 18-36 months (Alachua County Housing Authority). The long waiting period increases homelessness and impedes the ability of families providing for their children. In addition, the long waiting period has several affects on programs such as Interfaith, including restricting the number of families served and families becoming discouraged and leaving the program, thus missing the life skills management, employment, education, and transportation support that the program provides.

What is the relevant congregation input to the LRPC for this focus area?

- “Ever more effective partnerships with community programs to serve the needy, underprivileged and homeless”
- “After-school enrichment, mentoring, tutoring and recreation at Trinity and extended into the community”
- “Intentional development of leadership and volunteerism according to individual gifting”
- “Youth programs of all types a high priority”
- “Facilities that are shared to connect Trinity with the community”

Developing servant leadership - Goal #1:

- Trinity UMC will establish a culture of servant leadership within the congregation in which we continually strive to expand our hearts so that more and more people can find in us a compassionate place that embodies the inclusive and all-embracing love of Jesus.

Measurable Objectives:

1. 50 people from Trinity and community that have completed servant leadership short course in 2006
2. 1500 people from Trinity and community that have completed servant leadership short course by 2016
3. Each person at Trinity connected to ministry to the community by 2016

Procedural Objectives:

1. Create a working group of individuals who feel called to devote time and energy to take the lead to achieve this goal.
2. Build on the common life and multifarious mission activities of Trinity to explore ways to raise consciousness about and around the compassion of Christ expressed in servant leadership. Such activity may include:
 - * Increase emphasis on servant leadership by pastors and staff
 - * Provide short courses on servant leadership for (a) Trinity and (b) the community
 - * Sponsor foundational programs for laity to build new leadership
 - * Provide servant leadership curriculum for Sunday School classes and small groups for children, youth and adults

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

- * Continue to offer classes at Wednesday Night Live that help participants find their spiritual gifts (e.g. “Serving from the Heart” short course)
- * Sponsor a nationally known speaker to address the topic of servant leadership through lectures and workshops and invite the community to participate
- * Open servant leadership development to a broad spectrum of the community

Developing servant leadership - Goal #2:

- Trinity UMC will improve its awareness of those social, educational, and economic issues of North Central Florida that demand our compassion, leadership, and commitment.

Measurable Objectives:

1. Quarterly highlight one community need area or issue, with multiple avenues of education to inform the congregation of Trinity UMC about this need or issue on a weekly basis.

Procedural Objectives:

1. Create a small working group within the Missions Committee that gathers NCF information on issues that Trinity should be made aware.
2. Offer classes at Wednesday Night Live that discuss particular community problems to educate the church about the problems of the community and the current programs active in the area and their needs.
3. Invite community leaders to address our congregation at breakfasts or luncheons about the needs of the community and the ways they think we could be of service.
4. Include a specific place in the bulletin that lists areas of concern in our community to be prayed for during the week. e.g. a weekly “Did you know ...”
5. Use time during worship service to highlight the above and ask for prayer.

Developing servant leadership - Goal #3:

- Trinity UMC will, with humility, promote unity in North Central Florida by building new and lasting relationships with churches and other mission-oriented organizations and programs.

Measurable Objectives:

1. Be a leader or active participant in five new collaborative programs with NCF churches by 2011.

Procedural Objectives:

1. Build faith-based relationships with churches in the East Gainesville area.

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

2. Strengthen current church-to-church relationships built on UMW, IHN, and other programs already in place.
3. Collaborate on community programs and missions that are new to Trinity UMC with churches in the East Gainesville area.
4. Strengthen Trinity ties to the District, Florida Conference and General Conference of the United Methodist Church by educating the congregation about activities and best practices at all levels. Such work might include the following.
 - * Provide more publicity about camps, workshops, meetings and events occurring at these levels during the year
 - * Encourage members of the congregation to participate in these occasions
 - * Follow up with the congregation about the results of the participation and activity

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

Enhancing support for children, youth, and families - Goal #1:

- Trinity UMC will undertake and support programs that enable each child in Alachua County to reach their full potential.

Measurable Objectives⁽¹⁾:

1. 95% eligible pre-K children enrolled in pre-school programs by 2008
2. 90% of 3rd grade students reading on grade level by 2010⁽²⁾
3. 90% on schedule high school graduation rate by 2016⁽³⁾

Procedural Objectives:

1. Create a working group of individuals, including youth of the church, who feel called to devote time and energy to take the lead to achieve this goal.
2. Organize, support, and promote community forums and discussions to raise the level of awareness of the educational needs of children and youth in Alachua County.
3. Ensure children will enter kindergarten healthy and ready to learn by providing the United Way Success by Six programs with expertise, facilities, funding, and volunteer support. Such support may include the following.
 - * Advocate to members of the church to (a) participate in parent education and support programs, (b) "adopt" families and children to provide needed resources, holiday and birthday gifts, food baskets; and (c) prepare Welcome Baby bags for hospitals
 - * Support organizations such as the Early Learning Coalition with funding and volunteers
 - * Co-sponsor and provide space to conduct parenting classes and providing meals to families participating in classes held at the church
 - * Provide speakers at community groups and health and wellness fairs
 - * Support fundraising with both funding and volunteer support
4. Identify an elementary school with students from predominately low income families and support this school, its families and children with mentors, tutors, expertise, and after-school programs and funding.
5. Pursue grant funding that supports the achievement of this goal.

(1) *To achieve in partnership with and support of SBAC, ELC, Sby6 and other organizations.*

(2) *Approximately 70% improvement based on 2004-05 FCAT reading scores.*

(3) *Approximately 70% improvement based on 2004-05 graduation.*

Enhancing support for children, youth, and families - Goal #2:

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

- Trinity UMC will undertake and support programs that expand safe and sound housing for low-income and homeless families in North Central Florida.

Measurable Objectives:

1. 100% increase in families served by Interfaith Hospitality Network by 2009
2. Transitional housing for the Interfaith Hospitality Network: 60 units by 2009
3. 100% increase in affordable housing for low-income families in Alachua County by 2016

Procedural Objectives:

1. Create a working group of individuals, including youth of the church, who feel called to devote time and energy to take the lead to achieve this goal.
2. Organize, support, and promote community forums and discussions to raise the level of awareness of the housing needs in NCF.
3. Expand Trinity UMC and community-wide support for the Interfaith Hospitality Network, including a steady increase in the number of volunteers and the number of churches participating.
4. Develop, in partnership or alone, transitional housing for Interfaith Hospitality Network families. This may include the following.
 - * Identify how other communities have successfully built and operated transitional housing for low-income families
 - * Identify and promote collaborations that currently do not exist or are underutilized and that are vital to the success of building and operating transitional housing
 - * Identify facilities already in the possession of government, religious, non-profit organizations or private individuals that could be rehabilitated and then used, donated and/or purchased to provide transitional housing
 - * Provide, in whole or in part, the provision of the labor and materials for the rehabilitation
 - * Provide, in whole or in part, the managerial and technical support to sustain the program over the long term
 - * Actively involve the youth in this activity at all levels to build on the experience of the ASP and South American missions
5. Identify those organizations that currently are active in promoting affordable housing in NCF (e.g. Habitat for Humanity, Rebuild Gainesville, Action Network, Westminster Presbyterian) and determine ways to support and partner with these organizations.
6. Pursue grant funding that supports the achievement of this goal.

VISION 5 - Comprehensive Recreation and Health Ministry

We agreed that the ball fields would be used the first 2-3 years primarily for the benefit of the current congregation and membership of Trinity.

We would hold special tournaments or events to promote our church through the outreach of these events, such as an annual softball tournament with a family flavor.

We plan on using the existing youth building for storage of supplies related to the ball fields and basketballs etc. If this is a concern then we need to look at a budget increase for a small metal building for these purposes.

We will hold summer clinics and invite neighboring children to participate.

We want to create an atmosphere that our youth can go out and play at their leisure without scheduling conflicts.

We are exploring a pray and play program that is similar to the soccer program that is being run in High Springs.

We will explore a after school program that will integrate cheers or something similar to utilize the ball fields for kids that have time in between school and their parents getting off work.

We plan on having a walking path marked for distance etc for the community to use to promote overall fitness and health. We believe we can tie this into a health seminar and on going wellness activities such as low impact aerobics.

VISION 6 - Stellar Children and Youth Ministries

Children and Youth Task Force Report to the Long Range Planning Committee of
Trinity United Methodist Church, Gainesville, Florida

Submitted October 30, 2005

Goals and Action Plan to Meet Trinity's Long Term Vision for Children and Youth

Developed in Support of the following:

"6. Trinity's stellar children and youth ministries will continue to be beacons of love and grace, welcoming children, youth and families into a growing relationship with God, and they will be the platform from which we launch new and vibrant ministries to meet the needs of children, youth and families around our community."

Note: Our work focused on identifying **unmet needs** of a) preschool b) elementary c) middle school and d) high school youth. The programs and ministries that are currently meeting needs will continue and are not detailed here.

The following recommendations to the Long Range Planning Committee were made with input from our task force members and with guidance from the Children's Ministries Team (Attachment 1), Youth Ministry Team (Attachments 2), and Scouting Leaders – Earl McDow and Liz Stark.

Task Force members: Meredith Becker, Charlotte Bolch, Jay Clugston, Aubrey Davies, Elizabeth Jones, Carol Lewis, Vonnie Peabody, Sally Scott, Nigel Smith, John Vance, and Brian Wittstruck

Definitions: Short term = 1-3 years, Intermediate = 4-6 years, Long term = 7-10 years

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

AGE	UNMET NEED	GOAL	ACTION PLAN
Preschool	<p>1. Extended Day Preschool While we have an exceptional, part time preschool, we are currently not meeting the needs of either single families (1/3 of population in Gainesville) or families where both parents work.</p>	<p>1. In addition to current part time Stepping Stones and Our Day Programs, also offer a preschool program that provides before and extended day care.</p>	<p>1a. SHORT TERM Starting with 2006/07 school year, offer 2 or 3 classes that also provide before and after school care (Short Term)</p> <p>1b. INTERMEDIATE Expand in future school years as need and facilities are available.</p>
Preschool & Elementary	<p>1. Continue to expand current programs to each age level</p> <p>2. Christian Parenting & Child Development Busy parents often don't know who to turn to when they need help</p>	<p>1. Celebrate each age level of children, assist families with transitional periods of childhood, and reach out to new children and families.</p> <p>2. Communication Classes Professional Resources & Referrals Trinity becomes the "one stop" resource for parents and children's emotional and spiritual needs</p>	<p>1a. INTERMEDIATE Additional staff to support continued growth.</p> <p>2a. SHORT TERM Develop an ongoing list of resources in our church and community of psychologists, therapists, and other professionals that parents can easily access</p> <p>2b. SHORT TERM Provide ongoing program of classes, videos, books, seminars on topics parents need - Christian parenting (age specific), child depression, eating disorders, divorce, illness of child or parent, discipline, spiritual development (age specific) and more</p> <p>2c. SHORT TERM WITH THE GOAL OF BECOMING LONG TERM Newsletter sent home through SS & CHEERS, emailed and linked on the website</p>

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

Elementary	<p>1. Part time after school program</p> <p>2. Computer Lab</p>	<p>1. Provide quality, Christian programming for children to attend 2-3 times a week.</p> <p>2. Opportunity for children to play Christian games and check out Christian websites</p>	<p>1a. SHORT TERM Hire Director and Staff to create and implement program.</p> <p>2a. INTERMEDIATE Hire Staff and purchase computers.</p>
Middle School	<p>1. After School Program City leaders and parents confirm need is great for after school programs for middle schoolers</p> <p>2. Outdoor Recreation Lack of organized outdoor recreation programs and facilities in Gainesville</p>	<p>1. Provide time for tutoring, homework and some recreation to middle schoolers in Gainesville</p> <p>2. Use new sports fields at Trinity to offer organized programs.</p>	<p>1a. SHORT TERM-Beginning 05/06 School year, provide a 2 day program (Mon, Wed,) to a small number of youth to test concept. Would use youth building and sports fields</p> <p>1b. INTERMEDIATE –Expand Program to 5 X week</p> <p>1c. LONG TERM-Expand broadly in Gainesville especially to underprivileged by offering transportation</p> <p>2a. SHORT TERM Offer softball, kickball, soccer, ultimate Frisbee recreation programs</p> <p>2b. INTERMEDIATE-Hire additional staff to offer organized outdoor sports leagues maximizing usage of Trinity's recreation fields for elementary and middle</p> <p>2c. LONG TERM-Offer organized indoor and outdoor sports leagues for all ages.</p>

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

High School	<p>1. Weekend Night Hangout Currently Teens do not have a safe, fun place to gather at night. We could be the place they want to go without temptations of alcohol and drugs.</p>	<p>1a. Set up a Coffee House on Friday and Saturday Nights</p> <p>1b. Offer safe Internet Café with wireless internet and music and more</p>	<p>1a. SHORT TERM Youth Building facilities enhancement (i.e. stove, dishwasher, computer lab, smoothie maker, cappuccino maker, washer, drier, additional lighting between buildings if needed)</p> <p>1b. SHORT TERM Wireless internet</p>
Families ALL AGES	<p>1. Family Life Center Insufficient opportunities for families to grow together in faith.</p>	<p>1. Develop a Multi Use Facility that offers something for everyone – recreation/fitness, casual dining, after-school programs, family activities, arts & crafts, coffeehouse, meeting space, etc (as many churches are - see Attachment 3)</p>	<p>1a. SHORT TERM Wireless internet</p> <p>1b. SHORT TERM Youth Building facilities enhancement (i.e. stove, dishwasher, computer lab, washer, drier, additional lighting between buildings if needed)</p> <p>1c. SHORT TERM Begin Planning for Family Life Center</p> <p>1d. INTERMEDIATE Fundraising for Family Life Center</p> <p>1e. LONG TERM Build and enjoy center</p>

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

Scouting	<p>1. Lack of meeting space</p> <p>2. Leaders for Scouting, Cub Scout Pack 476</p> <p>3. Inadequate scouting opportunities in Gainesville</p> <p>4. Finding Eagle Scout and other service projects</p>	<p>1. Provide adequate meeting space for scouting at Trinity</p> <p>2. Provide leaders and support for Scouting</p> <p>3. Provide more scouting opportunities and increase participation</p> <p>4. Make it easier for our scouts to find appropriate Eagle projects and other service projects</p>	<p>1a. SHORT TERM Offer more meeting space for Girl Scouts in currently existing structures</p> <p>1b. LONG TERM Build a Scout Hut to be used by both Girl and Boy Scouts.</p> <p>2a. SHORT TERM Begin recruiting new leaders for all troops supported by Trinity, especially Cub Scout pack 476</p> <p>3a. SHORT TERM Add an Adventure Scout troop (Co-ed scouting activity for young men and women ages 14-20)</p> <p>3b. INTERMEDIATE Become a center for all district scouting activity, i.e. hub for North Central Florida Council.</p> <p>3c. LONG TERM Develop an outreach program to help establish and improve nearby troops</p> <p>4a. INTERMEDIATE Develop a service-project data-bank</p>
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Scouting – FYI

Scouting is sanctioned by United Methodist Church as an official youth program. Trinity supports Cub Scout pack 476 and Boy Scout troop 454. Trinity is responsible for providing leadership and meeting space for these units. Currently they meet in the youth building and share the youth garage for storage. The Girl Scouts are not under direct control of the Trinity and it is the Girl Scout Council’s responsibility to provide leadership.

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

Attachment 1

Children's Ministries Program Goals 2005-2015

Short Term: 1-3 years

Quarterly Newsletter
Quarterly Christian Parenting Classes with a Volunteer/Paid Counselor
Quarterly Child Development Classes-Question and Answer Session
1-Year-Old Birthday Party
Celebrate birthday children every Sunday
Create special gift for new babies-onesie, rattle or burp cloth w/Trinity logo
Transitional letters to Little Lambs and Loving Lions
Part Time After School Program with Paid Director and staff

Intermediate: 4-6 years

Monthly Newsletter
Computer Lab with Part time Staff Assistant
Increase Administrative Assistant to full time
Increase current Intern Hours by 5 additional hours
Implement Feedback System for current Children's Ministries Programs

Long Term: 7-10 years

Increase Children's Ministries Staff by adding a Full Time Curriculum Specialist
Increase Childcare Coordinator to full time position
Increase current Intern Hours by 10 additional hours
Full Time After School Program with Paid Director and staff
Worked in Conjunction with a Counselor to offer Private and Group Counseling

Our Children's Ministries Goals are contingent on the growth of Trinity United Methodist Church over the next 10 years.

Attachment 2

Youth Ministries Program Goals 2005-2015

Short Term: 1-3 years

Middle school after-school program (homework and tutoring) 2 days a week
Outdoor recreation (softball, kickball, soccer, ultimate Frisbee)
Off-campus high school ministry/outreach
More local youth mission opportunities
Wireless internet in the youth building
Computer lab in youth building

Intermediate: 4-6 years

5 day a week after-school program – fully staffed
Transportation for after-school program (participants would be picked up at school and driven to church)
Family Life Center for after-school programs, indoor sports (volleyball, basketball), and weekly church programs
Ropes/confidence course for team building

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

Organized outdoor sports leagues
Friday or Saturday night coffeehouse/service

Long Term: 7-10 years

Organized indoor and outdoor sports leagues (all ages)
Lake or beach retreat center

Attachment 3

Examples of Family Life Centers

First United Methodist Church of Niceville, Florida: <http://www.clcniceville.org/>

Northwest Hills United Methodist Church of Austin, Texas:
http://nwhillsumc.org/FamilyLifeCenter.html#before_img

Hope United Methodist Church or Southfield, Michigan:
http://www.hopeumc.org/new/family_life_center.htm

First Presbyterian Church of Sanford, North Carolina: <http://www.gontramarchitecture.com/proj-familylifecenter.htm>

VISION 7 - Dynamic Adult Ministries Young Adults Ministry

Goal: A program that will enhance spiritual lives while still maintaining open minds to the ideas and desires of an age group from 24 to 30/35ish.

1-3 years

- BBQ Pit and picnic tables on the grounds near the playground with access to bathrooms for group to get together for more social time.
- Improve access to the Youth Building to meet expanding needs by groups of all ages.
- Provide enhanced and relevant Sunday school opportunities for this group.

4-6 years

- Expand Youth Building to include large screen TV room for scheduling by groups to get together for things such as Gator sporting events (a sports bar atmosphere without the alcohol) and a small kitchen for small meal or snacks to be warmed and served. Also, a game room equipped with game tables could be added on the other side of the kitchen.
- Storage units for the supplies and materials needed by the individual ministries using this newly expanded facility.
- Expand the overnight camping facility to include a pole barn w/fans for use by all.

7-10 years

- Build a Life Enrichment Center capable of meeting all the growing needs of our ministries at Trinity.

VISION 7 - Dynamic Adult Ministries Older Adult Ministries

Goal : A program that will enhance spiritual lives while still maintaining open minds to the ideas and desires of an age group from 60+. A place where older adults enjoy active participation in the various ministries.

1 to 3 years - Create an Older Adult Ministries Team to survey the needs of older adults within the congregation and review existing programs to determine what specific needs are not being adequately addressed.

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

Identify specific problems that keep older adults from actively participating in the many programs and opportunities available. For example, their health/isolation, lack of info on events scheduling and/or need for transportation.

Train a cadre of volunteers to assist with new or expanded programs/services to meet unmet needs.

4 to 6 years – Add a fulltime paid professional staff member to direct and coordinate all the older adult ministries.

Plan for additional facilities and equipment needed to deliver new and improved programs/services/activities.....

7 to 10 years - Life Enrichment Center

VISION 7 - Dynamic Adult Ministries BOOMERS/VISIONING

Goal: To develop an effective ministry to a “sandwiched” group that would support And nourish their needs. The desire would be to continue to enrich spiritual Lives as they face issues of parenting, retirement, and care for aging parents.

1-3 years:

- Establish leadership of its own
- Form a task force (similar to Older Adult Ministry)
- More social opportunities (including spur of the moment plans)

4-6 years:

- Provide opportunities for ministry/outreach
- Provide learning opportunities to assist in above areas (such as retirement and care for aging parents)

7-10 years:

- Provide transitional assistance to OAM (Older Adult Ministry)
- Have programs in place (such as ALERT, or maybe something new like a class specifically for this group... “Bible Boomers”)
- Ministry/outreach to continue (@TUMC and in the community)

FAMILY/INTERGENERATIONAL MINISTRY (31 PLUS)

(Refer to Vision Group specific to this group)

VISION 7 - Dynamic Adult Ministries VISIONING FOR COLLEGE AGE PROGRAM

MISSION STATEMENT:

**To create a program that would enhance spiritual lives
while still maintaining open minds to the ideas and desires of
this age group.**

In the next 1-3 years:

Continued development of these existing programs:

- Sunday School class during 11:00 worship
- SOUL FOOD, a free dinner served on Tuesday evenings
- Small group Bible study/Disciple

Addition of:

- Alternative worship service/focus
- More retreats (for spiritual, recreational, and group building needs)
- Leadership Team from within the group
- Retreats (for spiritual, recreational, and group building needs)
- Music Ministry/Choir
- After School Tutors/Mentors
- Athletic League/Team
- Intergenerational Activities
- Alternative Spring Break opportunities (ASP type)
- Contact with both UF and SFCC for communication
- _Part time staff for support/counseling services

In the next 4-6 years:

- Developed outreach ministry (to homeless, community, etc.)
- Helping Hands Around the House program (ministry of helping those in need with errands, odd jobs, etc.)
- Strengthen ties with campus ministries

In the next 7-10 years:

- LEC/ or College are that isn't shared
- Scholars' Institute/classes
- Counseling Center for spiritual as well as social/academic purposes

VISION 7 - Dynamic Adult Ministries Single Ministry Outreach Long Range Planning:

Goal: TUMC to be seen as the place Singles can turn to.

1-3 years

1/\$ -Continue to provide support for Lifeline Singles, Rebuilding, and Loving Choices, Embracing Singleness via Wed. nite Live.

2/\$ -Develop an interactive Web-site to provide updated info for Lifeline Singles, linking back to activities of TUMC.

3/\$ -Dedicate a Minister toward the Singles Ministry

4/\$-Provide a part- time executive officer dedicated to Singles Outreach.

Outcomes - document improved quality of life for singles due to involvement.

3-6 years

1/\$ -Employ a Counselor on staff – who can be sensitive to people transitioning into singleness, referring singles to resources that can meet their needs.

-Offer Singleness Support Services
Singles Mentor Program
Counseling or referrals to Single Friendly Community Resources (Peaceful Paths, Legal Options, WIC, Financial planning, Daycare, Social Work)
Helping Hands around the House -
Healing Ministry – Food for Rainy Days
Singles Life-Groups – Singles Support Groups

-Support Couples, Premarital and Youth Education “Positive Relationships”

7-10 years

1/\$ -Employ a Singles Minister and Singles Counselor

2/\$ -Support Lifeline Singles with Executive officer

-Support a Singles Worship Service

Outcomes: Numbers of Members, Numbers of Website hits, Life adjustment scales, tracking TUMC Memberships funneled from Singles Support.

VISION 8 - Leader in Intergenerational Ministries

Mission Statement for the intergenerational committee is for "Trinity is like extended family."

Our committee felt that Trinity has so many wonderful opportunities to serve, activities to enjoy and many devoted caring members of its congregation. Many of our suggestions are for raising consciousness about **all the wonderful things we think are already present within our congregation.**

Short term goals:

The most immediate and ever pressing goal is to continue to improve upon any and all avenues of communication. It is vital for the continued success of Trinity that all who come to Trinity feel like they are members of an extended family.

We need mechanism to spread the news for upcoming events, volunteer needs and to communicate changes in the church community such a deaths, in the hospital, births, and weddings. The Wednesday word is a great vehicle for this goal.

Bring back the "green aprons. " It is important in the service to have a visible person to make contact with in the service. It is especially important to have mechanism for information to be given to visitors to encourage them to feel like they are part of the family. All visitors must have an easily accessed point of entry into the congregation and feel welcome. We might also need to have a "green apron" at Wednesday night live to also help welcome new individuals into the community.

Having sister classes during the summer months and possibly once a quarter during the year as an intergenerational activity. An older age group would partner with a younger group to provide opportunities to expand our circle of friends outward.

Have a contact person/delegate from each service group, Sunday school class, age group in the church on a list so they can be contacted about activities and be accessible to new members.

Sunday school open house for adult classes. It was felt that an open house would give new members an opportunity to meet different classes to facilitate increase participation in small group opportunities.

Possibly linking youth who need service hours for Bright Futures Scholarships to those in need within our congregation. Ideas were babysitting, visiting shut INS and yard work for elderly couples or widows, tutoring children or youth, running errands etc.

Bringing back covered dish dinners. Assign different age groups/Sunday schools a time to volunteer for one covered dish dinner to spread the work load throughout the congregation. A bonus opportunity would be if the groups are paired intergenerationally to facilitate bonding.

Bingo or Bunko night

Talent show one evening to include all ages.

Promoting service activities with different age groups combined to

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

serve together in activities such as serving dinner at St. Francis House, Interfaith Hospitality, etc.

Seniors with valuable knowledge could share their wisdom with other age groups via teaching a class or video documenting the life of church members such as war veterans, professors or those with special talents.

Have church wide picnics with old time activities such as horseshoes and sack races and a back sale with prizes for judges pick in all age categories and then an auction with funds going to a chosen charity.

E-mail buddies or pen pals to link generations.

List of volunteer opportunities and a contact person- For example, babysitting registry, chore registry, IHN sign up sheets, church wide chore day, the youth visiting the elderly. Better yet, a volunteer list so that we could be called upon to offer services as needed.

For WNL off nights, have a service night with different groups working on projects together in the fellowship hall. As an example, making health kits for hurricane victims can be a church wide activity.

On WNL try and facilitate consolidated travel time so that each generation comes to the meal and breaks into small groups after the meal. Off campus meetings- bible studies ideally would be better served on a different day of the week.

Meals need to be affordable for families'.

Mid- term Goals- Have a committee set up for church wide solidarity that focuses on intergenerational goals- would require representation from church wide organizations to ensure that each committee is aware of the umbrella plan (to think intergeneration ally) Have a contact person from each service group, Sunday school class, age related groups in the church on a list so they can be contacted about upcoming activities. Another benefit of the umbrella committee would be to bring back information to the small groups, Sunday schools etc. Suggestions were made that the information conveyed back to the groups could be via email or a website. The suggestion was made that the intergenerational umbrella committee could meet quarterly. Email is an effective way to communicate upcoming events to other groups and committees from the umbrella committee. The information via email would then be disseminated to the congregation through their elected delegate to the committee.

Trinity needs up to date information given regarding changing demographics, financial needs, etc. so that the committees can reassess demographic changes. The "intergenerational umbrella committee" would be a good avenue to discuss changes in demographics and to make an action plan for change. The action plan for change would need continued assessment based on the changing demographics of the congregation. We need a mechanism/tool to evaluate changing needs.

We need an improved mechanism for recruiting volunteers- the suggestion was made that each class can elect a delegate to the "umbrella committee for intergenerational intentionality" so that the delegates can pursue recruiting volunteers from their Sunday school classes, organizations, committees. It was an observation that it is easy to assume that someone else will take care of issues as they arise unless called to act via their delegate.

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

Continue to mentor the youth in church politics and service by electing youth representatives to serve on committees, read scripture, participate in the service as leaders etc.

We suggest that there needs to be a way to recognize and extend appreciation to volunteers who devote time and energy to the church.

VISION 9 – Vital Christian Teaching

Vision Statement

"Trinity will be a thriving center for vital Christian teaching, through Sunday School classes, sermons, small groups, lectures, forums, seminars and a mini-seminary for the training and equipping of laypersons. Trinity will hold firm in its Christ-centered focus and fidelity to the historic Christian Creeds. Recognizing, too, that we live in a world of different religious views, we will confidently and graciously engage these different points of view as we seek to live faithfully into our mission of making disciples of Jesus Christ. (John 3; Acts 15)."

Goal 1 – Education System

To provide a system for developing, monitoring and evaluating Christian educational efforts at Trinity consistent with the 9th Vision Statement and the 4 components of the Wesleyan quadrilateral (scripture, tradition, reason and experience).

a. Short-term Objectives - *Educational System Task Force*

- (1) Knowledgeable and interested Trinity members and staff should be enlisted in a task force to propose the process by which educational resources and processes will be developed, monitored and evaluated.
- (2) This task force would have limited life that would terminate when the system is designed and implemented.
- (3) The *Educational System Task Force* will consider the goals and short-term and longer-term objectives included in the Trinity Vision 9 Taskforce report in the development of the Educational System Proposal.

b. Medium and Longer-Term Objectives - *Educational System Proposal*

- (1) The system that is developed should assess space needs and develop recommendations for efficient use of existing facilities and other resources.
- (2) The curriculum should be integrated in a continuing progression of educational opportunities from the children's level through that of older adults.
- (3) Each curriculum (or educational program) should establish educational outcomes in order to evaluate the contribution of the curriculum to Trinity as a thriving center for Christian education.

Goal 2 - Curriculum

To provide a regular, integrated curriculum of courses and other Christian educational opportunities at Trinity to include Scripture studies, personal spiritual growth, history of our faith and theology.

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

a. Short-Term Objectives - *Christian Education Committee*

- (1) A standing *Christian Education Committee* should be formed, including members of Trinity's pastoral staff, the Director of Christian Education, and lay members, that will oversee all educational efforts, including the development of courses, recruitment of instructors, and evaluation of the effectiveness of the various educational efforts in making and growing Disciples of Jesus Christ.
- (2) The Committee would be charged with drawing up a comprehensive curriculum for all ages, including at least the following areas:
 - a. spiritual growth
 - b. world missions
 - c. service
 - d. Biblical perspectives and doctrines
 - e. extra-Biblical Christian history
 - f. Christian perspectives on social and economic issues
 - g. Christian perspectives on religious alternatives
(such as naturalism, New Age Gnosticism, etc.)
- (3) The Committee would assess congregational interests to see where to direct the Church's efforts among these various interests.
- (4) Existing courses, such as Alpha, Disciple Bible Study and Stephen Ministry training should be included in the curriculum.
- (5) The Committee would meet periodically with leaders individually or collectively to discuss goals, methods, objectives.
- (6) Trinity should continue to offer educational opportunities for spiritual growth through both Wednesday night live and new (perhaps short term) Sunday School classes.

(b) Medium and Longer-Term Objectives - *Education standards*

- (1) Establish qualifications of instructors and standards for class size, class duration, and other matters the *Christian Education Committee* believes are relevant should be established.
- (2) Establish a program of instructor development and support.
- (3) Increase congregational participation in small groups (Sunday school classes, study groups, support groups, etc.) and monitor progress through periodic reporting.

Goal 3 – Educational Guidance

To provide guides/mentors/companions, written resource guides and other materials and support to assist members of our Church family to develop and pursue an individualized plan of Christian study and personal growth.

a. Short-Term Objectives - *Educational Resources*

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

- (1) Develop a plan for expanding and updating the Library directed toward spiritual growth and Christian understanding.
- (2) Develop a list of desired books, periodicals and other materials that members of the congregation could donate to the Library.
- (3) Post short, carefully chosen lists of resources (books, courses, videos) on our website, for individual projects.

b. Medium and Longer-Term Objectives - *Dissemination*

- (1) Expand the Trinity website to identify materials and resource guides both for the curriculum and for individual plans of study.
- (2) Publish a list of all holdings of the Trinity Library following development and updating of the resources.
- (3) Fully utilize the Trinity website to facilitate information dissemination, educational assistance and congregational encouragement. Examples for expansion include Frequently Asked Questions (FAQ) concerning Christianity in general and/or Methodism in particular, as well as items referred to above.
- (4) Publicize classes/groups, web resources, library.
- (5) Establish a training program and organization for guides/mentors/companions, analogous to the Stephen Ministers training program.

Goal 4 – Advanced Studies

To identify, develop and facilitate opportunities to participate in comprehensive programs of advanced study through a combination of in-house courses and affiliated study options.

a. Short-Term Objectives - *Lay Mini Seminary*

- (1) Establish a committee or task force to consider the possibility of developing a “mini seminary” for lay members.
- (2) Assess the resources, both in-house and external that might be included in a mini seminary. Work with Asbury Seminary to explore and possibly implement at Trinity the Marketplace Leadership Initiative and other Asbury resources that will enhance Trinity’s Christian education efforts.

b. Medium and Longer-Term Objectives

- (1) Identify interests and needs of lay members for advancement in theological and spiritual knowledge.

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

- (2) Encourage the formation of classes/groups in particular areas and deal with the space issues involved.
- (3) Investigate denominational and other resources to recommend to leaders.
- (4) Develop a curriculum (or curricula) for lay persons to advance in their theological and spiritual knowledge and awareness.
- (5) Construct additional facilities to house adult educational programs, including the mini seminary and Sunday school classes.

VISION 10 - A Place of Financial Health

1) Finance Committee Recommendations. The three strategic planning recommendations mentioned in the Finance Committee's March letter to the Church Council are excellent and should be a part of our committee's final report. This letter deals with issues concerning debt service & retirement, capital campaigns and operating costs.

2) Finance Committee's role in strategic planning. The established (Church) Finance Committee should be empowered to take the lead role in planning, implementing and reviewing the long term strategic financial goals and objectives of our church. The present written guidelines that exclude the Finance Committee from actively participating in long term financial planning need to be revised. The Finance Committee is the most skilled church group to monitor, review and update the related financial parts of the Strategic Plan. The Finance Committee is in the best position to comprehend and revise the church Operating Budget as the Strategic Plan is implemented over time. The Church Council will always have the final authority and vote on all financial strategic planning issues and decisions.

3) List of church assets. The Trustee Committee should compile, oversee and manage a master list of tangible property owned by the church. This would include the collecting of useful data on church assets to better manage asset depreciation & replacement, along with model and serial numbers in case of theft.

4) Depreciation/ replacement funds. The Trustee Committee should compile and periodically review the depreciation and replacement schedules of large church assets. Replacement reserve funds should be reviewed and properly budgeted during the planning process of the annual church Operating Budget.

5) Annual Financial Audit compliance. The Church Council shall appoint and empower an independent Audit Committee that will actively review the findings of the Annual Audit Report. The Church Council may appoint the Finance Committee as the Audit Committee if they so choose. Upon completion of the Audit Report, the Church Comptroller will have two months to prepare their final concluding statements to the findings of the audit. These concluding statements will be reviewed and voted on by the Finance Committee and then sent to the Church Council for final approval. Upon final adoption, the Comptroller's concluding statements will become a permanent part of the Annual Audit Report.

6) Minutes and Policy Notebook. The Finance Committee will actively keep and update a Financial Church Guideline Notebook of church financial policies, information and directives from Church Council. The purpose of this notebook is to provide continuity and permanence of church financial activities, records and accounting statements. These restricted records will remain the property of the Church Council and Finance Committee. The Finance Committee will keep detailed minutes of all their scheduled official meetings.

7) Income. Overall, the present efforts of the Stewardship Committee are close to maximizing the contribution (giving) potential of the current congregation. The best way to increase church income at this stage is to increase church membership. Trinity United Methodist Church will have a target goal of increasing the net membership by 4% annually over the next three calendar years. We will continue to actively solicit the congregation to include Trinity as a benefactor in their estate planning.

8) Good stewards of our land. We will be good stewards in responsibly planning for the future development of our 67 acres of land. New church buildings and development should be compatible and consistent with the surrounding neighborhoods. We will work together to responsibly preserve the natural environment of our property for future church generations. These building compatibility issues will be monitored and managed by the Building Committee.

VISION 11 - Prayer Permeates all that we do

Vision Statement

Prayer permeates every aspect of community life at Trinity United Methodist Church. All members of Trinity recognize our utter dependence of God and, thus, place the highest value on conversing with God through a variety of forms of prayer. We recognize that all our activities are energized by God's great power through the Holy Spirit. Through prayer we seek forgiveness for our sins, comfort in times of trouble, unity in our fellowship with believers, strength for our service to our community, and courage in our witness for Christ.

Goal One: People Resources

1. A member of the Trinity staff will be charged with the primary responsibility of developing, coordinating, and promoting a prayer ministry [ST] *
2. A standing committee will be established carry out the goals outlined below. [MT]

Goal Two: Awareness

1. Establish an individual and community assessment procedure that addresses knowledge and practice of prayer. [I, O]
 - a. Individual assessment will evaluate individual members of the Trinity family on familiarity with a variety of forms of prayer and prayer habits.
 - b. Community assessment will include the results of individual assessment, but go beyond these including an assessment of prayer practices of each identifiable group (educational, ministry, mission, etc).
2. Lay people will pray regularly in services of worship [I].
3. A variety of prayer prompts will be available [ST]
 - a. cards in memorial gardens (near restrooms, in class rooms, chapel, youth building, sports facilities, etc)
 - b. book markers
 - c. calendars
 - d. refrigerator magnets
 - e. locally published prayer book
4. Opportunities for prayer will be communicated to congregation regularly (monthly newsletter, Sunday announcements) [I]

Goal Three: Education

1. Trinity will educate its membership on the wide variety of prayer/spiritual practice including historical and comparative practices. [ST]
2. This goal will be accomplished through:
 - a. offering one course of prayer/spiritual formation during each session of Wednesday Night Live [ST]
 - b. annual prayer retreats [ST]
 - c. hosting regional/national prayer conferences, [MT]
 - d. Emmaus, Alpha, Order of St. Luke, and like organizations. [O]
3. A prayer "toolbox" will be developed by a standing prayer committee. This toolbox will include such items (but is not limited to): [ST, O]
 - a. Prayer request slips at altar and strategically around the Trinity campus;
 - b. Collection of prayer requests through the Trinity website;
 - c. Technology such as cell phone, text-messaging, and pod-cast, CD/DVD, etc
4. Develop a prayer bibliography and related library resources [ST]

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

Goal Three: Transformation

1. Trinity will continually encourage its membership to engage in various methods of prayer that may be unfamiliar to them. For instance, the “Jesus Prayer,” *lectio divina*, wordless prayer, etc. [MT]
2. Trinity will establish prayer networks with other United Methodist churches and churches from other denominations through [MT]
 - a. Prayer breakfasts
 - b. Co-sponsoring regional conferences

Goal Four: Prayer Spaces

1. Trinity will incorporate “no noise zones” into its campus development plan suitable for silent prayer and meditation [I, O]
 - a. These spaces include but are not limited to benches at the memorial garden, prayer stations at memorial garden, labyrinth, etc

VISION 12 - An Inviting, Welcoming Community

Vision Statement: Trinity will be an inviting, welcoming community that intentionally reaches out to unchurched people in grace-filled, respectful ways, invites them into a vital relationship with Jesus Christ, and develops a wholistic structure to facilitate their participation in the life of the church.

The following evangelism model is designed to help us accomplish our evangelism goals:

Outreach:

1. Develop ads for TV, radio and the local newspaper that encourage people to visit our church.
2. Offer training for the congregation in servant evangelism.
3. Recruit and train a team of volunteers to lead a community outreach program.
4. Conduct quarterly neighborhood visitations on Saturday or Sunday afternoons.
5. Place announcements in the bulletin and church newsletters urging people to invite others to Trinity.
6. Create an invitation card that Trinity members can hand out to others inviting them to our church.
7. Develop a DVD introducing people to Trinity and its variety of ministries.

First Impressions:

1. Recruit and train greeters to be strategically located on the church campus each Sunday welcoming people, providing information and taking guests to places on campus where they wish to go.
2. Place at least 2 "You are here" signs on campus to give directions.
3. Provide first time visitor parking spaces and directional signs.
4. Have easily identifiable volunteers available in the education building directing people to the various adult Sunday school classes
5. Designate these volunteers as "Trinity Ambassadors" using name tags, shirts or sashes with that title on them.
6. Offer guests tours of the campus.

Information Station:

1. Obtain and place an updated information station that is in a prominent location.
2. Keep the information station well equipped with updated materials and multiple volunteers to answer questions.
3. Print a booklet quarterly that provides comprehensive information about the church and will replace all the brochures we currently use.
4. Provide a touch screen monitor giving information about all our programs as well as directions as to how one can get to the places where those programs are held.
5. Provide maps of the church grounds and buildings.

Worship:

1. Devise new and more effective ways to recognize visitors.
2. Create a short evaluation form to be given to visitors asking how they found out about our church and asking for their first impressions.
3. Provide a ribbon or simple sticker indicating that these are first time visitors.
4. Have 3 stations open after each service where volunteers are available to pray with people, serve communion and anoint people with oil.
5. Include a call to Christian discipleship at the end of each service.
6. Train and equip church members to warmly welcome all the people seated around them in church.

Trinity United Methodist Church Long Range Planning Final Report - Appendix III

7. Ask first time visitors to give information cards to the ushers, who will, in turn, get them to the pastor/pastors for the pastor(s) to recognize these visitors.
8. Take every opportunity to lead people into a deeper and more meaningful relationship with Jesus Christ.

Follow-up:

1. Make sure each first-time visitor gets at least 3 contacts from the church, including a note from the pastor, a phone call and perhaps a gift delivered to their home.
2. Track the attendance of visitors, calling them after their 3rd visit to ask if they have any questions or need additional information about the church.
3. Direct newcomers to the class on Methodism, the Alpha course and other small group ministries.
4. Recruit, train and assign church members to befriend the visitors and help them get connected with Trinity.

Class on Methodism and Church Membership:

1. Encourage all who visit our church to attend the class on Methodism and church membership
2. Recruit and train volunteers that will attend each series of classes serving as mentors/ambassadors for the new members.
3. These Trinity mentors/ambassadors will stand with the new members on the day they join the church.
4. These mentors will stay in contact with the new members for a period of 3 months by phone and/or in person and will help introduce them to others in the church.
5. The church will host a quarterly reception, after an 11 am service, for all who have joined the church in the previous 3 months, along with their mentors.

Alpha:

1. Invite each person who attends our church to participate in Alpha.
2. Provide key leaders for Alpha
3. Recruit and train Alpha table leaders.
4. Host a "Taste of Alpha" dinner and movie prior to each Alpha course.
5. Provide extensive publicity for Alpha
6. Provide Alpha invitation cards to be handed out in the community.
7. Develop a good follow-up plan for Alpha grads so they can remain connected through other small groups.

* Letters in brackets indicate the time table for implementation: I = immediate; ST = short term; MT = intermediate range; LT = long term; O = ongoing