



# Trinity United Methodist Church

A Strategic Plan for 2006 to 2016

Prepared By

The Long-Range Planning Committee

Submitted To

The Church Council

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## Overview

Trinity United Methodist Church has a steadfast mission, from which flows a vision for 2016. This document reinforces Trinity's mission, communicates the vision for our Church, and provides strategic goals to fulfill God's will for Trinity over the next ten years.

## Trinity's Mission

To make disciples for Christ dedicated to making a difference in the world.

## The Vision for Trinity in 2016

1. 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. (Acts 2:1-13)
2. Trinity will have a highly trained, **actively engaged volunteer ministry** that makes use of foundational leadership principles, engages the spiritual giftedness and expertise of its members so that the number of its members involved in servant ministry is continually increasing. (Exodus 18; Romans 12:3-8; Ephesians 4:1-16)
3. Trinity will be **thriving center of missions and outreach** that stretches our church, transforms its participants and brings care, aid, support and the Good News of God's love and grace in Jesus Christ to all. This missional outreach will extend next door, across town and to the farthest parts of the earth. (Matthew 25:31-46; 28:16-20)
4. 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. (Philippians 4: 8,9)
5. Trinity will have an expansive and **comprehensive recreation and health ministry** of the highest quality to all ages, with first-rate facilities. (I Corinthians 6:19-20)
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. (Mark 10:13-16)
7. Trinity will have a **dynamic ministry to adults** of all ages and stages, living into the culture of "life long learning and life long serving." While ministering to all stages of adulthood, it will be especially sensitive to emerging demographic trends, such as the burgeoning singles and

young professional populations in our area, with a commitment to continue having the premier singles ministry in North Central Florida. (Ephesians 2:19-22)

8. Trinity will be a recognized **leader in intergenerational ministries** in our area, celebrating the uniqueness of each stage of life, while affirming the wholeness of the Body of Christ united together. (I Corinthians 12)

9. 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)

10. Trinity will be a **place of financial health**, balancing fiscal responsibility, expansion of facilities, and emerging ministries to meet the needs of a growing congregation. Great attention will be given to ensure that all of our facilities are fully accessible to all. (Malachi 3:8-12; Luke 14:28-30)

11. Trinity will be a place where **prayer permeates all that we do**. The emphasis will be comprehensive, including our entire church family, our pastors and staff, for all our ministries, for missions, and for outreach. (I Thessalonians 5:17)

12. Trinity will be an **inviting, welcoming community** that reaches out to unchurched people in grace-filled, respectful ways, and shepherds them into a vital relationship with Jesus Christ. Intentional, wholistic processes will facilitate their full integration into the life of the Church. (Matthew 28:16-20; Acts 2:42-47)

### **A Metaphorical View of the Future as Possum Creek:**

On the campus of Trinity United Methodist Church lie the headwaters of Possum Creek, which flows from this hallowed ground into and through the surrounding community.

The fountainhead or spring is Spirit inspired worship, with vibrant music, relevant messages, engaged worshipers and styles that fit the ever-changing terrain where the creek flows. The creek will bring life-giving nutrients (aid, help, and care) to persons far away and very near (missions/outreach); its warm pools will be places of laughter, fun and community. The creek will be a blessing everywhere it touches, bringing life to the community of Gainesville. The eddies will be places of special caring for persons until those being helped are able to get into the flow of the creek. Children and persons of all ages will camp by its banks, have picnics, present plays, dance and play music; they will learn from the river of the inexorable love of almighty God; they will experience the washing and refreshing of its baptism waters and hear the sweet sounds of the Spirit in the soft trickle of the flow. Just as the rivers and streams in the Bible bring life and vitality and healing and food, so will the river flowing into and through the community of Trinity sweep its members into vibrant spiritual growth and vital servant ministry. (Ezekiel 47:1-12; Psalm 46:4; Revelation 22:1-6)

## **Trinity's Strategic Goals**

Trinity's twelve Vision Statements represent deeply interwoven perspectives of a Church united to fulfill the Mission God has placed in our hearts. Trinity's Strategic Goals transcend individual Vision Statements to advance them all cohesively. Trinity's Vision Statements and Goals are united by the Cross (Figure 1), and were derived from a comprehensive and inclusive process<sup>1</sup> to discern God's will for our church. Trinity's Strategic Goals identify priorities and give direction for the next decade. Task Force Reports (Appendix III) commissioned by Church Council for the Vision Statements are vital source documents for this strategic plan and its implementation.

### **Goal I: Pervasive Spiritual Vitality**

Trinity, so abundantly blessed with gifts, talents and resources, will be intentional to create an atmosphere of worship that permeates the congregation, ministries and Trinity campus.

- Continue and expand the use of multi-sensory expressions in worship services.
- Provide both formal and informal instruction and guidance to the congregation on various forms of worship including historical and comparative practices.
- Be intentional in decisions regarding the physical property to engage the entire Trinity campus as the "worship center".
- Make easily available a variety of prayer and worship prompters throughout the campus.
- Create and sustain a thriving center for vital Christian formation that emphasizes the Wesleyan quadrilateral (scripture, tradition, reason, and experience) to fully engage all ages in ministry, as the whole people of God.

### **Goal II: A Culture of Missions and Ministries**

Trinity will be a Spirit-led congregation where all persons desire and engage as faithful stewards of their time and abilities to serve God through the life of the church and the community.

- Create a culture of servant leadership throughout Trinity and provide members with readily accessible information about opportunities to engage.
- Develop and engage in a ministry of missions and service with a balance among local, domestic, and international activities, which will serve as a model for other churches.
- Create training modules of various job descriptions and service areas and assist members to gain a better understanding of how they can "plug in" to activities.
- Investigate and implement the means to provide greater long-term financial stability to the missions and ministries actively engaged by Trinity.
- Intentionally seek and engage in partnerships with other churches and organizations with similar goals to increase the impact of our missions and service program.
- Create a comprehensive recreation and health ministry to meet Trinity's needs while serving to share the love of Christ with the Greater Gainesville area.

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<sup>1</sup> For details of the planning process, please see the Long-Range Planning Committee Report approved by Church Council March 21, 2005.

### **Goal III: Enrichment of Life's Stages**

Trinity will nurture individual Spiritual growth and fulfillment by providing a system for developing, monitoring, and evaluating Christian educational and enrichment efforts.

- Create a comprehensive Christian educational curriculum for all ages, including the following areas:
  - Identification of spiritual gifts and talents
  - Individual spiritual growth
  - Service and missions
  - Biblical perspectives and doctrines
  - Christian perspectives on social and economic issues
  - Health and recreation
- Deliver this Christian educational curriculum in a variety ways, including the following methods:
  - Long-term small groups (Sunday school classes, UMW, ...)
  - Topic specific small groups (Alpha, Disciple Bible Study, Mid-Week Lift, ...)
  - Comprehensive programs of advanced study in theology and church programmatic areas for laity, staff, and church leaders, both within Trinity and beyond.
  - Mentor/guide program
- Establish a sustainable program of instructor development and support.
- Use all available media (e.g., print, web, pod-cast, video, and audio) to share enriching, educational and inspirational items.
- Provide ample opportunities for Christian fellowship through leisure, recreation and appreciation of the arts.
- Provide intentional Christian support for the needs, contingencies and transitions of life.

### **Goal IV: Stewardship of God's Gifts and Blessings**

Trinity will be a faithful steward of God's abundant gifts and blessings to fulfill the Mission, Vision and Goals expressed above.

- Further develop respectful ways to integrate new people fully into the life of the Church.
- Be intentional and diligent in the stewardship of our collective time, talents, finances, physical facilities and professional staff.
- Be intentional and diligent in the stewardship of our opportunities to share Christ in our world.
- Manage all resources according to best practices for each category (i.e. finance, facilities and personnel) while administering all resources holistically in direct support of Trinity's Mission, Vision and Goals.
- Intentionally develop, expand and leverage the financial, physical and human resources necessary to accomplish Trinity's Mission, Vision and Goals.

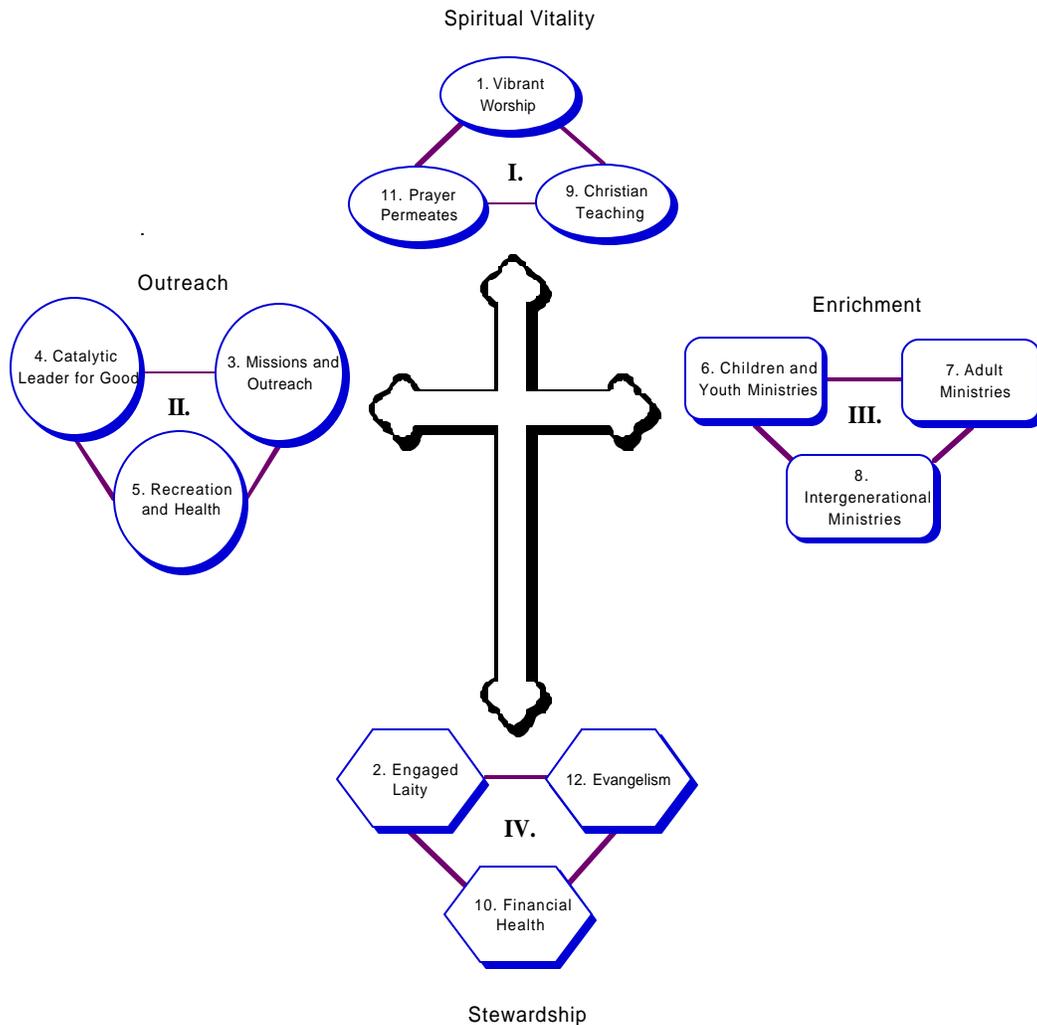


Figure 1: Trinity’s Vision Statements (1-12) and the actions they inspire are all deeply interwoven, yet cluster around four Strategic Goals (I-IV) strongly interconnected by the Cross. Goal I pertains to our worship of God. Goal II pertains to ministering to needs outside of Trinity and is balanced with Goal III, which pertains to ministering to needs within Trinity. Goal IV pertains to stewardship of all the human, physical and financial resources necessary to support the other three Goals.

## **LRPC Recommendations for Implementation**

### **1. Organizational alignment and structure**

The LRPC recommends that Church Council charge the Executive Committee to:

- a. Examine Trinity's existing committee structure, ministry teams and staffing assignments, and then,
- b. Recommend to Church Council a flexible organizational structure aligned with the Strategic Goals and clustered Vision Statements (Figure 1).

### **2. Leadership, communication and coordination**

The LRPC recommends that there be a leadership team (including lay person, staff member and ordained minister) responsible for each Goal and for effective coordination and communication among Goals, and that communication networks be in place to ensure effective dissemination of information and coordination of activities throughout the congregation.

### **3. Action plans**

The LRPC recommends that the aligned structural elements (from Recommendation 1) and assigned goal leaders (from Recommendation 2) be charged by Church Council with preparing an action plan with measurable milestones for each Goal, based upon all pertinent Task Force Reports (Appendix III)

### **4. Progress and accountability**

The LRPC recommends that Goal leaders report at least semi-annually to Church Council and the LRPC on progress with respect to milestones (from Recommendation 3), including recommendations for adjustments to the action plans, and that these action plans and progress reports be considered explicitly by Church Council, with advice of the LRPC, when deciding Trinity's annual budget, staffing needs, space assignments and capital campaigns.

**APPENDIX I:**  
**Long Range Planning Committee Membership**

Bill Lindberg, Chair  
Jim Korner, Planning Consultant  
Dan Johnson, Staff Representative  
Richard Kilmer, Church Council Representative 2004 and 2005  
Ed Garvin, Church Council Representative 2006  
Nancy Jordan, Administrative Assistant

**Class of 2004**

Rosemary Davis (continued in 2005)  
Brenda Kelly (continued in 2005)  
Toby Monaco  
Laura Richardson  
Donna Roberts

**Class of 2005**

Paul Davenport  
Bill Lindberg (continuing through 2006)  
Bob Wright (continuing through 2006)

**Class of 2006**

Earl McDow  
Janise McNair

**Class of 2007**

Charles Allen  
Brian Myers  
Amanda & Ted Nelson

**Class of 2008**

Mike Dupee  
Zana Holley  
Dug Jones  
Hal Smith

**APPENDIX II:  
Membership of Trinity Task Forces**