

TRINITY PRESBYTERIAN CHURCH
FUTURE VISION TASK FORCE (2017)
FINAL REPORT

INTRODUCTION

Background

In the late fall of 2016 following the annual stewardship campaign, a shortfall of more than \$70,000 was projected for the 2017 budget. To counter the projected shortage the church conducted a so-called “Second Mile” stewardship campaign while the various ministries reduced their budget needs. Combined the two actions lowered the amount needed from reserve funds to balance the budget to approximately \$28,000.

Future Vision Task Force

The session had previously adopted a goal of having a balanced budget in 2018 in order not to rely on undesignated reserve funds. In order to move toward that goal, the session created a task force to examine the church’s mission, vision, goals and priorities. The following mission statement was approved: *With congregational input the Future Vision Task Force [FVTF] shall develop a plan for Trinity Presbyterian Church to achieve its mission goals in a fiscally responsible manner.*

Task Force Composition

To serve on the task force the session approved the following persons: Pamela Campbell, Duane Johnson, Priscilla Karvonen, Jim Kisner, Shannon Slater, Bob Smith and Mark Stanley (ex-officio). Following a couple of organizational meetings Bob Smith agreed to chair the task force. Nugent Sharp was added later to the task force membership.

PROCESS

Congregational Survey

The task force looked at several methods of obtaining “congregational input” as desired by the session and directed by its mission statement. The chosen method was to develop and administer a written survey containing closed- and open-ended questions. Appendix A contains the survey instrument.

The survey was published to the congregation in two ways, by paper and electronically. The electronic version was formatted into a program called “Survey Monkey” whereby respondents were able to complete the survey online and submit it in the same manner. Diane Bowers, a member of the congregation acting as a consultant to the task force, entered the survey

form into the program and retrieved the electronic responses. The paper returns were entered manually into Survey Monkey by members of the task force.

Survey Response

The congregation was given about two weeks to submit the survey. The task force received 124 responses, 100 by paper and 24 electronically. The responses to the closed-ended questions were presented as a series of bar graphs and charts, while the responses to the open-ended questions were simply recorded as received. Appendices B and C contain the responses as presented through Survey Monkey.

The task force believed the number of surveys received indicated a high level of interest among the congregation in the purpose and goals of the task force and confidence in the conclusions and recommendations that follow.

ANALYSIS OF RESPONSES

Ninety-one (91) percent of respondents want a balanced budget for Trinity that limits the use of reserve funds. That implies the budget be balanced by reducing expenses, raising more money or both. The task force focused its efforts on the former.

Parish Visitor

With the parish visitor position empty following the resignation of Lynn Moore, an option for making a significant reduction in expenses is not to fill the position. Eliminating the position would reduce the existing – that is 2017 -- budget deficit by about 51 percent

On the other hand, respondents rated Congregational Care second in importance only to Worship in the major functions of the church. Supporting the importance of Congregational Care was 51 percent of respondents wanting to fill the vacant position of parish visitor. Further backing the importance of Congregational Care was the large number of comments about the parish visitor contained in responses to the open-ended questions.

That said the reduction of 51 percent of the budget deficit yielded by not filling the position of parish visitor was too appealing a target to ignore. The 2017 budget the savings would be about \$14,400.

MISSION GIVING

Global Mission

While about 48 percent of respondents desired to maintain the current balance of giving between Global and Local missions, mission giving outside the church ranked in importance only 7 out of 10 of major functions of the church. And fewer than 3 percent of respondents wanted to emphasize Global Missions giving.

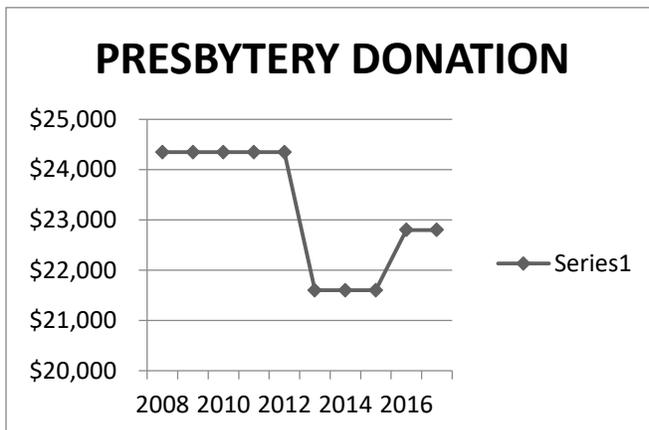
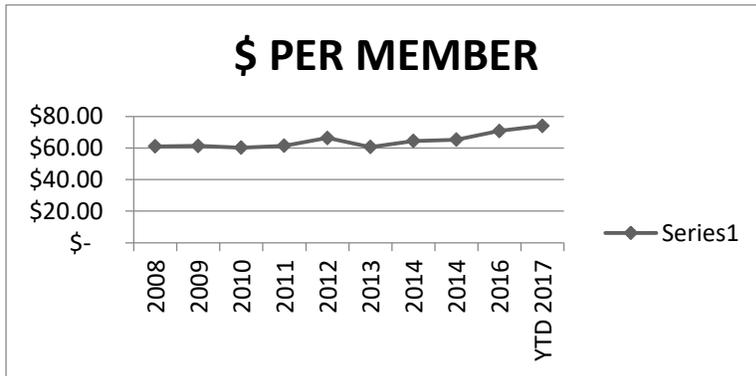
Global Mission giving is split generally into two subcategories. Donations to presbytery/synod/general assembly, on the one hand, represent more than 38 percent of total

giving through Global Missions. The remainder goes to other designated organizations and activities.

Figure 1 shows the distribution of giving to presbytery/synod/general assembly per Trinity member. In recent years the per capita donation to presbytery/synod/general assembly

FIGURE 1.

YEAR	MEMBERSHIP	PRESBYTERY	\$/MEMBER
2008	399	\$ 24,346	\$ 61.02
2009	397	\$ 24,346	\$ 61.32
2010	404	\$ 24,346	\$ 60.26
2011	396	\$ 24,346	\$ 61.48
2012	367	\$ 24,346	\$ 66.34
2013	356	\$ 21,600	\$ 60.67
2014	335	\$ 21,600	\$ 64.48
2014	331	\$ 21,600	\$ 65.26
2016	322	\$ 22,800	\$ 70.81
YTD			
2017	308	\$ 22,800	\$ 74.03



has increased significantly, as Trinity's membership has continued to decline. The task force believes that giving to presbytery/synod/general assembly is now disproportional to the size of the membership and should be reduced by at least 10 percent, which amounts to \$2,280.

Together with a 10 percent reduction in giving to presbytery/synod/general assembly, the task force also believes that giving to other designated organizations and activities within Global Mission should be reduced by a similar amount – that is, 10 percent or \$2,250. Such reductions may be painful but are not out of line with the preference for support indicated by the congregation in its responses to the survey.

Local Mission

When considered as a part of overall mission giving the congregation clearly preferred donations to local entities over giving outside of local boundaries. Nearly 50 percent of the responses to question 4 favored local giving to keeping the same balance and giving globally. That said, however, Local Mission giving still falls within the overall survey category of missions outside the church, a function the congregation rated just 7 in importance out of 10 total major functions. To the task force this indicated that giving to local entities also should be reduced by 10 percent, which amounts to \$2,950.

Taken together the budget reductions identified by the task force attributed to all mission giving outside of the church amount to approximately 10 percent of the 2017 budget for the major function. The total reduction in giving to mission amounts to approximately \$7,500.

TRINITY PRESCHOOL (TPS)

The TPS ranked last among the major functions of the church according to the results of the congregational survey. Because of its low ranking and the fact that Trinity has supported over time the TPS with subsidies of varying amounts from the church's Operating Fund made the TPS a likely candidate for budget reduction. For example, the TPS budget for 2017 showed a shortage of some \$2,624 between projected income and expense.

A solution to this year-after-year drain from the Operating Fund is to require the TPS to become self-sustaining. The task force recognized that the TPS should be allowed a reasonable period of time to adjust to becoming self-sustaining before stopping the church subsidy. The task force agreed, therefore, that the TPS should plan on becoming self-sustaining no later than the 2019 budget year.

Such a decision would neither give the church's 2017 budget relief from the subsidy -- should the TPS actually need it -- nor afford relief in 2018 -- again should the TPS need it. But in the long run the church's Operating Fund would benefit from not paying a subsidy to support the TPS operation.

CONCLUSIONS

For its baseline analysis and calculations in this study the task force used the Trinity Presbyterian Church 2017 Budget as depicted in the *Annual Report for 2016*. The conclusions

and recommendations are not intended, however, to be applied to the church's 2017 budget but rather to be projected forward as potential savings beginning with the 2018 budget.

That said the task force believes the results of the congregational survey with its 124 returns reasonably represent the feelings and beliefs of the congregation.

It is readily apparent that the congregation ranks worship, care of an aging congregation and Christian education highest among the major functions of the church. It is equally apparent that the congregation cares little about support from the church for the TPS.

Caught somewhere in the middle is backing for missions outside of the church. The low ranking -- 7 out of 10 -- given for the function turns conventional wisdom somewhat upside down from the past. Trinity was founded some 50 years ago as a "mission church" when its early members had a goal of contributing 50 percent of the church's operating budget to mission. Times have changed. The current congregation no longer holds "mission" in a such high regard.

Following the dictates of its mission statement the task force leaned heavily on the results of the congregational survey to guide its analysis and recommendations. The major functions of support for the TPS and giving to missions outside the church combined with the vacant staff position of Parish Visitor were identified as the most likely candidates for reductions in the church budget that would contribute to closing the gap between income and expense.

In conclusion, the task force identified \$21,880 in potential savings gained by not filling the position of Parish Visitor and reductions to the budgets of Global and Local missions including a cutback in contributions to presbytery/synod/general assembly. In addition, eliminating the subsidy to TPS from the Operating Fund beginning in 2109 will save a varying yet significant amount going forward.

RECOMMENDATIONS

The FVTF makes the following specific recommendations to decrease the gap in the Trinity Operating Budget beyond 2017:

1. leave vacant the staff position of Parish Visitor,
2. reduce by 10 percent Trinity's annual contribution to presbytery/synod/general assembly,
3. reduce by 10 percent giving by Global Mission to other designated organizations and activities,
4. cut back by 10 percent giving by Local Mission to local entities and
5. eliminate beginning in 2109 the subsidy to the Trinity Preschool from the Trinity Operating Fund – that is, make the TPS self sustaining.

FUTURE STUDIES

In the course of conducting this study the FVTV received a letter from a congregant suggesting that while looking for ways to balance Trinity's operating budget through expense reductions, the task force also should investigate ways to raise money for the reserve accounts.

The suggestion, while valid, goes beyond the mission of the FVTF, but the FVTF suggests the formation by the session of a separate task force with the fund raising purpose.

The FVTF also suggests that Trinity make a concerted effort to seek contributions to the church through wills and bequests.

APPENDIX A

TRINITY PRESBYTERIAN CHURCH CONGREGATIONAL SURVEY

The following survey was prepared by the Future Vision Task Force. It is designed to receive input from the members of Trinity in order to understand preferences and opinions that will help the Session in developing the 2018 Budget. Please fill out the questionnaire and deposit it in the box in the narthex, the offering plate or the church office no later than July 24. Thank you for your help in this important matter.

1. Please rank the following by relative importance with “1” being most important and “10” being least important.
 - Christian Education
 - Music
 - Worship Ministry
 - Missions outside the church
 - Congregational Care, particularly to seniors and shut-ins
 - Maintenance of church facilities
 - Preschool Program
 - Fellowship
 - Youth Ministry
 - Outreach Ministry

2. Do you believe that the Session and Finance Ministry should develop a budget with limited reliance on reserve funds?
 Yes No

3. Currently Trinity is contributing approximately 17 percent of its budget to missions, including the Presbytery, General Assembly and special offerings. When dedicated funds, special gifts, and Presbyterian Women are included, the total is about 20 percent. (Please indicate your opinion by checking one blank in each of the following questions.)
Do you believe this level of mission giving should be increased, decreased, or stay the same?
Do you believe the emphasis should be on Local Missions, Global Missions, or Maintain the current balance?

4. Lynn Moore recently resigned as Parish Visitor due to her move out of the area. The cost of this part-time position is \$14,400 annually. Do you think the position should be filled or left vacant?

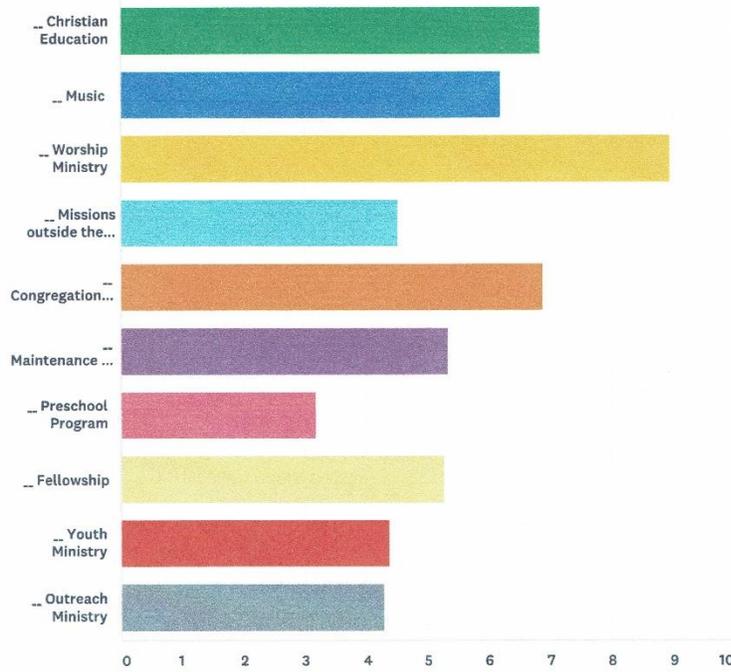
5. What cost-saving suggestions do you have for Session consideration? (Use the back if necessary)

6. What else is important for Trinity to consider at this time? (Use the back if necessary)

APPENDIX B (Closed-ended question responses)

Q1 Please rank the following by relative importance with "1" being most important and "10" being least important.

Answered: 103 Skipped: 21



	1	2	3	4	5	6	7	8	9	10	TOTAL	SCORE
___ Christian Education	7.37% 7	20.00% 19	17.89% 17	14.74% 14	11.58% 11	12.63% 12	8.42% 8	4.21% 4	3.16% 3	0.00% 0	95	6.85
___ Music	5.15% 5	16.49% 16	13.40% 13	18.56% 18	11.34% 11	8.25% 8	10.31% 10	5.15% 5	4.12% 4	7.22% 7	97	6.19
___ Worship Ministry	65.26% 62	12.63% 12	6.32% 6	2.11% 2	5.26% 5	5.26% 5	0.00% 0	0.00% 0	2.11% 2	1.05% 1	95	8.95
___ Missions outside the church	7.37% 7	4.21% 4	7.37% 7	7.37% 7	11.58% 11	10.53% 10	6.32% 6	10.53% 10	14.74% 14	20.00% 19	95	4.51
___ Congregational Care, particularly to seniors and shut-ins	4.12% 4	21.65% 21	22.68% 22	16.49% 16	14.43% 14	4.12% 4	6.19% 6	5.15% 5	3.09% 3	2.06% 2	97	6.89
___ Maintenance of church facilities	4.12% 4	8.25% 8	16.49% 16	14.43% 14	8.25% 8	5.15% 5	10.31% 10	11.34% 11	12.37% 12	9.28% 9	97	5.33

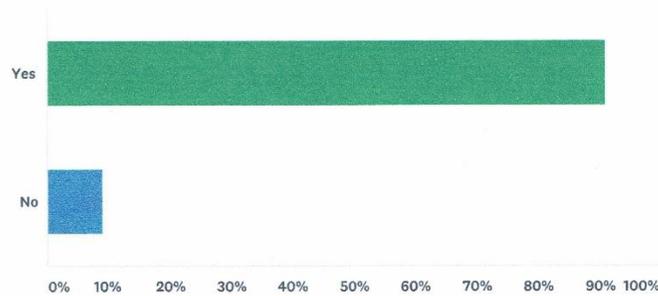
Trinity Presbyterian Church Congregational Survey

SurveyMonkey

Preschool Program	1.05%	2.11%	1.05%	8.42%	4.21%	9.47%	9.47%	15.79%	14.74%	33.68%	95	3.18
Fellowship	5.15%	9.28%	7.22%	7.22%	14.43%	17.53%	12.37%	11.34%	10.31%	5.15%	97	5.27
Youth Ministry	1.05%	3.16%	4.21%	4.21%	12.63%	16.84%	17.89%	27.37%	9.47%	3.16%	95	4.38
Outreach Ministry	3.16%	5.26%	7.37%	7.37%	6.32%	10.53%	16.84%	8.42%	21.05%	13.68%	95	4.28

Q2 Do you believe that the Session and Finance Ministry should develop a budget with limited reliance on reserve funds?

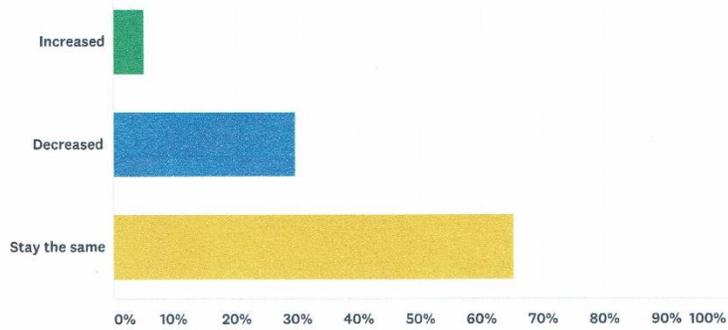
Answered: 121 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	90.91%	110
No	9.09%	11
TOTAL		121

Q3 Currently Trinity is contributing approximately 17 percent of its budget to missions, including the Presbytery, General Assembly and special offerings. When dedicated funds, special gifts, and Presbyterian Women are included, the total is about 20 percent. Do you believe this level of mission giving should be

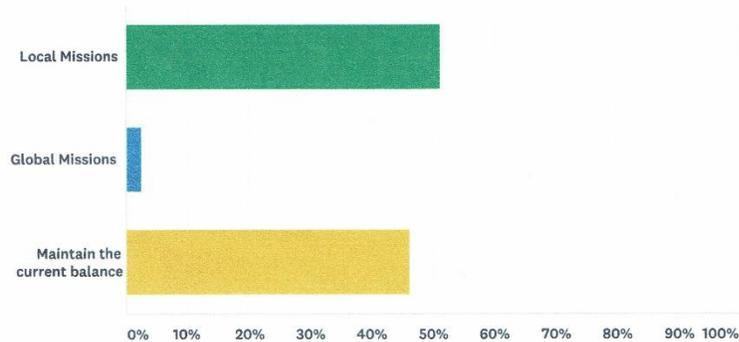
Answered: 118 Skipped: 6



ANSWER CHOICES	RESPONSES	
Increased	5.08%	6
Decreased	29.66%	35
Stay the same	65.25%	77
TOTAL		118

Q4 Do you believe the mission giving emphasis should be on

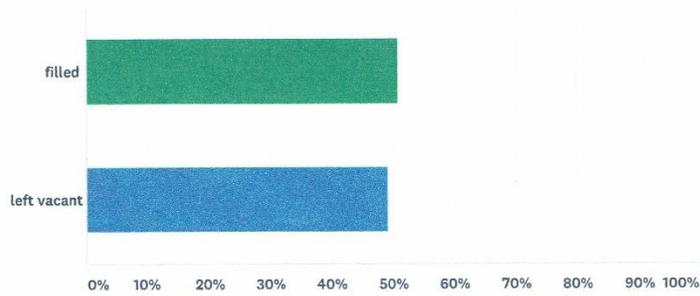
Answered: 117 Skipped: 7



ANSWER CHOICES	RESPONSES	
Local Missions	51.28%	60
Global Missions	2.56%	3
Maintain the current balance	46.15%	54
TOTAL		117

Q5 Lynn Moore recently resigned as Parish Visitor due to her move out of the area. The cost of this part-time position is \$14,400 annually. Do you think the position should be

Answered: 114 Skipped: 10



ANSWER CHOICES	RESPONSES	
filled	50.88%	58
left vacant	49.12%	56
TOTAL		114

Q6 What cost-saving suggestions do you have for Session consideration?

Answered: 72 Skipped: 52

Q7 What else is important for Trinity to consider at this time?

Answered: 66 Skipped: 58

APPENDIX C (Open-ended question responses)

Q 6: What cost-saving suggestions do you have for Session consideration?

Answered: 72 Skipped: 52

- 1 Unless the minister and associate minister can pick up the duties. We have an aging congregation- needs lots of visits.
- 2 We don't have a Stephen Ministry- Our elderly and sick NEED special attention.
- 3 Don't see need for entertainment after Wonderful Wednesday.
- 4 Deacons could call on healthy Parish members to call on each other to fill some of Lynn's duties.
- 5 make better use of e-mails to save time
- 6 move to more pastoral help-deacons and visiting angels.
- 7 Spend what we have; tomorrow takes care of itself...
- 8 More fund-raising activities (like entertainment)
- 9 Prayer
- 10 I think the Parish Visitor is important to the members who are no longer able to attend, but want to be remembered and still feel part of the church.
- 11 ...less spent on paid music for worship services and wonderful wednesday.
- 12 Do away with church bulletin. Now that we have a screen to project the bulletin. The sooner the better, plus hymn books. Let's get into the 21st century.
- 13 Establish a "Building Fund" supported by pledges separate from general budget.
- 14 Start Stephen Ministry in place of parish visitor; fewer paid lecture series; combine worship services.
- 15 Limited cutback in music. Gradually reduce reliance on reserve funds.
- 16 Each category in Question 1 is equally important; all reflect our mission statement. Special offerings should not be included in budget planning; offerings are "in" and "out." Separate contributions to Presbytery/Synod/General Assembly from Global Mission. Make those a separate category. Leaves Global at \$36,867. Real question is raising more money in order to reach budget.
- 17 Dwight pick up some visitation duties; church members do visitation. These combined could eliminate the position [parish visitor].
- 18 Undecided on question 5. Could hours be reduced?
- 19 If membership declines, consider one minister.
- 20 One minister; one service
- 21 If Lynn is replaced, then consider one pastor.
- 22 One minister; one service
- 23 Question 5 speaks only to cost not benefit; some of bigger "givers" may be those with limited ability to get to church.
- 24 Deacons are supposed to visit , also Elders. One service / one pastor
- 25 Do more to help the janitor. Cut way back on money to the Presbytery and especially the General Assembly
- 26 Reduce paid musicians / vocalist at Sunday services and Wednesday's after dinner music / entertainment. Keep 2 of the 3 (soprano and Bass) Sunday singers. Assuming some church

positions are paid, can these Trinity members volunteer their time instead of receiving compensation? (EG. drummer, webmaster, etc.)

27 We have so many who've been faithful all ways. It's a moral obligation according to the Bible to

have a Parish Visitor. I think the Lutheran preschool serve our group as well or better being an all day and ours is half a day which is dated to a time when mothers stayed home.

28 Reduce funding for pre-school program. Grace Lutheran has an all day program for working parents. It has a fine reputation and brings in money to the church from rental of the building.

29 Volunteers should step up to fill in for vacant Parish Visitor

30 Ask Deacons to fill in for vacant Parish Visitor

31 Ask Trinity members to visit shut-ins, helping the Deacons; think of it as in-kind service. Use innovative ways to interact with shut-ins such as i-pads and teaching them to use them, or current members being a buddy to new members

32 Slowly look for a Parish Visitor

33 Fill Parish Visitor if the budget can be balanced without using reserve funds

34 stop spending on landscaping

35 Cost of music/Have funds been depleted?

36 Other options for Parish Visitor? Not sure for alternatives.

37 Consider partial volunteering for part of custodial role, as well as child care worker jobs. Pastors pay ongoing education fees. Decrease missions by letting members make their own individual donations outside of church.

38 Charging or increasing charge outside groups for building use. In re: Mission giving question

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decreased "at this time of decreasing revenues in our budget. Parish Visitor-filled by the deacons-left vacant as a paying position.

39 limit one visit new member or prospect.

40 Decrease in level of mission giving 10 -15%.

41 One Minister, one Youth Leader

42 Reduce amount given to Presbytery. Pastors cover Parish Visitor Job.

43 I would like to apply for this position. Sally Beghtol I would like a salary for administrative time and volunteer my time for visitations. Lets negotiate

44 Music - could be scaled down a little, but primarily great. Missions outside the church - could

be scaled down a bit. In re: question 1- All the rest - balanced. Reliance on reserve funds-not necessarily zero. Mission giving-decreased if necessary. Maintenance of church facilities - to the minimum extent needed, no grand plans.

45 Fewer hours for Parish Visitor

46 Need to balance budget

47 Evaluation between need or want!

48 Presbyterian Women should be self sufficient. It seems that the Session needs an attitude adjustment; more dedicated to balancing the budget; more sceptible (sic) of spending requests; less "crying wolf."

49 We cannot afford two pastors at our current level of financial support. It's just a fact.

- 50 eliminate Parish Visitor
- 51 Generate more use/rent income.
- 52 Though very nice and enjoyable, stop Wed night dinners until the budget supports it again in the future.
- 53 Use individual choir and member talent, at no fee, for Sunday services instead of paying outside musicians - try for a year and listen to comments of congregation. leave Parish Visitor unfilled until more money in budget.
- 54 Just pray
- 55 Just pray
- 56 I feel that the church program should remain within it's budget. Only the interest generated from the Hannon Fund should be used for the music program.
- 57 Small membership, smaller staff
- 58 Mission giving decreased to 10%; Single worship service @ 10:30 a.m.; Eliminate TPS; rent spaces; charge all outside agencies for use of church facilities
- 59 the role of visiting members & visitors is usually filled by the pastor(s);also turn off lights
- 60 Reduce staff
- 61 use less paper, have parish groups get together to talk 1xyr.
- 62 Eliminate Secretary position; Eliminate or reduce Assoc Pastor time.
- 63 None
- 64 none at this time
- 65 I am not sure. Sorry. I hope we can continue what we are doing. That is why I joined Trinity.
- 66 Not enough involved for good input.
- 67 Visitation is important but sometimes a call will suffice. Deacons should be aware of the responsibility that comes with position.
- 68 Less than full time assistant pastor, less than full time secretary.
- 69 ??????????????????????
- 70 a bit less AC on Sunday,
- 71 Decrease janitor hours. Less cooling in summer
- 72 Continue to reduce mailing and office supply costs by doing more with email and website/facebook. Is it possible to reduce the responsibilities of the parish visitor with a corresponding salary reduction?

Q7: What else is important for Trinity to consider at this time?

Answered: 66 Skipped: 58

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- 1 Re-think; re-work Wed. Night Live. Presently it's lot of dollars spend with a very small attendance.
- 2 Concentrate on getting young people ministering to those we have or one day we'll wake up and Trinity will be gone.
- 3 More supportive role for local immigrant community.
- 4 Trinity should absolutely be a wise steward of the financial resources entrusted to it, but the budget, I believe, should be a response to Trinity's discernment of its calling, not the other way around.
- 5 e-mails would keep those using email abreast of joys and concerns, so we can reach out to those in need.
- 6 Young family ministry is the future of growth. Relevant, thought provoking sermons are important to spiritual growth and church worship attendance.
- 7 Partnerships with other like minded congregations-- Agudas, UU, First Congo.
- 8 The shut-in member still feel part of the church and have Parish Visitors keep them in mind to visit when they can.
- 9 Do it. Not tomorrow. Now!
- 10 Promote young people to attend services.
- 11 Longevity of finances. Don't know much about budget finance but I believe in doing it all 1st locally, 2nd outside as long as finances allow it.
- 12 Try to attract a more diverse population- younger more active. Use email to promote events and needs, etc.
- 13 Take pride in the friendly atmosphere already evident here.
- 14 Full bulletin for worship services is more useful and informative. Targeted mail outs rather than zip code. Contact residents in new apartment complexes. Visit parents of preschoolers. Advertise preschool. Create small groups: dinner groups, men's group, special interest. Create evening programs to attract younger adults with children. Start WNL later for convenience of working people.
- 15 Trinity's pastoral care is a strong asset. Pastors and parish visitor have done a great job. Aging population will cause pastoral care needs to increase.
- 16 Keep two pastors for balanced viewpoints. Continued emphasis on membership. Many people like our current programs.
- 17 Praying for the Lord to help us do His will.
- 18 Sustainability: examples, money, membership, relevance within our community.
- 19 Wonderful preachers, wonderful music; keep up the good work!
- 20 Loss of members (Try exit interviews to find out why)
- 21 I miss the singing of a new monthly hymn.
- 22 Focus on programs for the congregation
- 23 Need for additional custodial person.
- 24 Keep Pastor and Asso. Pastor salaries at current level until budget level is sustained and church membership increases again. Base sermons on Biblical Teaching.
- 25 Recruit new members
- 26 The music program to stretch the Hannah Fund's use. The pastor preach and lead visibly the Stewardship Program, their hands off sends the wrong message, skip the lectionary a couple Sundays and lay it all out. Have the children sit in the front pew for their sermon.

- 27 It would be ideal if the pastor lived locally
- 28 I would suggest that the committee look at the shelves in Trinity's library on church organization, mission, ect. Also, take time to look at Presbyterians Today. There are other churches like Trinity that are feeling the pinch. I hope the future Vision Task Force will take into consideration that Trinity members bring different voices to the church. The Education program of Trinity with four or five classes is one area that was developed to hear and respond to these different voices of the church. (The Alban Institute had a book entitled, something like, Five Audiences.) The Lectionary class appeals to those who wish to study the Bible and discuss it. The Lecture class appeals to those who like to come and listen but have no Homework. The closest Trinity comes to an Activist class on Sunday is the multiple Interest group, Issues & Concerns. The Fellowship group are those who remain in the Atrium during the learning Hour or the Hashing IT Out group.
- 29 Will emphasize for estate planning for general operating contributions.
- 30 Grow membership/ Maybe change of personnel to accomplish?
- 31 Do we have a niche in the community? I think we used to.
- 32 Consideration of high salaries for 2 full-time "senior" pastors.
- 33 Wednesday dinner and programs (more interaction conversation with the audience)
- 34 Remove "Where all members are ministers" from street sign. Scared off the sky. Replace with "All are Welcome"
- 35 More emphasis on income producing opportunities on site - rent unused areas paid events - increase \$\$ cost of church use by others.
- 36 What happens when the Hannan Music Funds runs out of money
- 37 Inre: Question 1 -Worship Ministry-"order of worship, sermons, music, flowers; Maintenance of facilities-playground included. A van to pick up members who no longer drive - not having a parish visitor salary and reducing amount to Presbytery could help fund a van to pick up at Carolina Village and Lake Pointe. Content of some Ministries are not clear to me - what is included in Worship Ministry, Outreach Ministry and Missions Outside the Church? We need to accept that we are an older congregation. We have not attracted young people. We do not provide enough activities for young people. We should focus on who we are and serve the needs of an older congregation (a van).
- 38 Parish Visitor-We realize, as we age, what a necessary service this is; 25 years ago, when we joined, we didn't understand. Every effort should be made to continue the program. We can't be everything to everyone but should try to serve our current membership and be a haven for more like we now serve. I think we have a balanced program and cuts at the margin should be balanced. The seriousness of our situation has not been emphasized as much as it could be to our own membership. Efforts to attract more folks without radical change in emphasis should be continued and even increased; we are not going to compete with the Baptists (I wouldn't want to). We should make it known more widely what our brand is-both within our membership and outside. If we do elect cuts, gradual beats sudden. A new look at Wed. fellowship could be taken.
- 39 Maintain friendly and welcoming attitudes that are Trinity's persona.
- 40 Increase use of traditional hymns.
- 41 No reliance on reserve funds. Reserve funds will still be needed. Read more scripture at the worship service; maybe less music. Parish visitor- Trinity, as of now, is uniquely organized to emphasize pastoral care. We need to fill that position if we can find someone that would be qualified and committed. To retrench(?) our pastoral care, in light of the increasing need is a terrible idea.
- 42 The visiting activity needs to continue by Mark and Dwight on vacancy of Parish Visitor