**TRINITY ON MAIN, NEWMARKET**

**(The United Church of Canada)**

 **“CELEBRATING 200 Y****EARS and BEYOND”**

**VISIONING TEAM REPORT**

**2020**

The **Visioning Team** was formed at Trinity on Main, Newmarket, (The United Church of Canada) in August 2019, responsible for reporting to the Leadership Team (Council Executive). The members are: Rev. Linda Wheler (ex officio), Ian Thomson (Chair), Tony Hodge,

Nancy McKeraghan, Cathryn Schmidt and Todd Wright (Secretary).

Covenanting of the Visioning Team with the congregation by Rev. Linda Wheler took place during worship on Sunday, September 29, 2019.

An outside facilitator, Jill Strapp, Coordinating Consultant, Centre for Church Development & Leadership, Toronto United Church Council attended one meeting, mid-process. She reviewed the draft report and will attend the joint meeting of the Visioning Team and Leadership Team for presentation of the report.

Rosa Barraco, Chair of the Leadership Team, attended two meetings during the process.

**Mandate**

Our mandate was to gather and interpret data, suggest goals and prepare a report on an updated vision for the congregation. The report is to be taken to the Leadership Team for consideration. The final decision re: acceptance of the report lies with the Leadership Team.

**Past Visioning Processes**

The most recent past visioning processes at Trinity include:

* Trinity United Church: Creating a Sustainable Future / Data Analysis & Recommendations, November, 2015
* Ministry Articulation Profile (MAP) March, 2016
* Ministry Articulation Profile (MAP) October, 2017

**Process**

The team used the document **“Living Our Faith Stories” (2018)** as our process guide (manual). It is a resource of: Toronto Southeast Presbytery, Ministry Articulation Profile Advisory Group and was written by Janet Marshall, Centre for Church Development & Leadership, Toronto United Church Council. This document replaces the former Ministry Articulation Profile (MAP) process.

This resource guide includes six sections to help the congregation or pastoral charge get the most out of the **Living Our Faith Stories** process. They are:

I. **Getting Started**: This helped us to set the table for good conversations about the congregation’s current and future goals.

II. **Prayer and Reflection Resources:**,This provided ways for the steering team and congregation to be attentive to the “why” of the congregation’s ministry and mission. By discerning our church’s future, we opened ourselves to the work of the Spirit among us and listened for God’s call.

III. **The Context for our Ministries**: This encouraged us to assess how well we know our

 neighbours and provided guidance for refreshing our understanding of our location as we

 prepared to set goals for our ministry and mission.

V. **Setting Goals**: This provided process suggestions for involving our congregation in the work of describing our ministries and setting goals.

V. **The Missional Stretch**: This helped us to set goals and plans for how our congregation can stretch out from its strengths and develop new relationships with people in our neighbourhoods and community.

VI. **SMART Goals / Assessing Progress:**  This provided suggestions for things to consider when setting goals and how to go about assessing progress.

**Our tasks were as follows:**

**To:**

• understand the living our faith stories process and communicate this with the congregation

• offer opportunities for the congregation to provide input regarding ministry goals

• prepare descriptions and goals for each ministry area

• identify the Missional Stretch goals and work them into a plan

• prepare the final document

• facilitate the adoption of the living our faith stories plan by the Leadership Team

**Meetings**

The team held 17 official meetings, each about two hours in length, between September 5, 2019 and January 29, 2020. Much of the work took place between meetings as described below.

**Data Collection**

One or two Visioning Team members attended church group / team meetings to administer the “**What is Church?”** survey. We modified an existing survey of the same name found in the resource document. In a checklist format, various potential aspects of church life were assessed by participants as being: non-negotiable, unsure or negotiable. Space was provided to identify priorities with explanations. Discussions were held with each group and comments were recorded. The groups / teams surveyed were: Management Team (Council), AOTS, U.C.W.

(Beechwood and Friendship units), Senior Choir, L&FD (Leadership & Faith Development Team) and CN&D (Congregational Nurture & Development Team) Members of the Sustainability Team had all been surveyed in other teams. Data from these surveys was collated and interpreted.

Team members visited several areas of Newmarket to gain a better understanding of who Trinity is and could be serving. This was accomplished through personal observation and collecting of demographic data from realtor.ca and other websites.

The team planned a Visioning Sunday worship service which was held on Sunday, November 24, 2019. The theme of the service was “Celebrating 200 Years and Beyond”. As part of the service, those in attendance were given a congregational survey to be completed individually, and anonymously but with the opportunity to discuss with a partner or small group. The survey consisted of two questions.

1. What would you like someone from the community to know about Trinity?

2. What are your hopes and dreams for Trinity?

Participants were asked to indicate on the survey the length of time they have been attending Trinity. Data from these surveys was collated and interpreted.

**Interpretation of Data**

**Group / Team Survey “What is Church?”**

The data from this survey consisted of checkmarks and anecdotal comments. The data was only analyzed for trends as it does not lend itself to statistical analysis.

**Table 1:** **Summary Chart of “What is Church? Survey Data for Teams / Groups, Appendix p. 10**

Collated from all groups surveyed from the checkmark data, the following items were identified as non-negotiable at 80% or higher.

Inclusive of LGBTQ2 people **92%**

Welcomes seekers from all ethnic backgrounds **92%**

Prays together **86%**

Behaves ecologically responsibly **85%**

Uses music and other creative arts in worship and other gatherings **83%**

Works for justice locally and globally **80%**

Baptizes people **80%**

The anecdotal comments placed high priority on the following aspects of church life:

welcoming and inclusivity, social justice and community outreach, programming for young families, youth and children, music and the arts, improved communications within the congregation and with our outside community, and pastoral care.

At each group / team interview, the Visioning Team observers initiated a conversation about the importance of membership. This led, in each case, to divided, but rich conversations about

membership. Currently, Trinity has several “members’ who do not attend or participate in church life at all, while we also have several very active and dedicated “adherents” who are not members. The 2019 UCC Manual requires that people holding positions of leadership on congregational governing bodies and some offices be members. We question if this Is a valid requirement.

The Visioning Team recommends that the congregation engage in further conversations on the “membership” topic. The current book study group for **“Fishing Tips How Curiosity Transformed a Community of Faith** by Rev. Dr. John Pentland examined a shift in trend mentioned in the book from : believe – behave -- belong to belong – behave – believe. The premise is that curious seekers, who may not have a current belief set might be discouraged if they thought that they must subscribe to a particular set of beliefs before belonging. The new trend is to first be welcomed such that seekers feel that they belong. Then, through attendance and participation at worship and other spiritually nurturing activities, over time their personal beliefs and faith will develop.

**Newmarket Demographics Survey**

The demographics data largely confirmed what we already collectively knew about the various areas of Newmarket re: cultural diversity, average income, average household size, services, schools, recreation etc. It did not impact any decisions made with respect to vision, mission or areas of focus for goal setting. The data is quite extensive, but is not included in the report.

**Congregational Survey**

The data from this survey was entirely anecdotal and was therefore only analyzed for trends as it does not lend itself to statistical analysis.

The .”**What would you like someone from the community to know about Trinity?”** question showed that the congregation takes great pride in its church. They would like the community to know that Trinity is welcoming and inclusive, has a great interest in community and social outreach, has an amazing music program, has meaningful worship and faith development opportunities and is an excellent venue for community events.

**Table 2: Congregational Data for “What We Want the Outside Community to Know About Trinity” Survey, Appendix pp.11-23**

The **“What are your hopes and dreams for Trinity?”** question indicates great hopes and dreams for Trinity, going forward. Participants identified many of the same themes as the first question but with hopes of continuing and augmenting them. Finding new strategies or opportunities to enhance welcoming and inclusivity, community and social outreach and music ministry was identified. Improvements to the building was mentioned and could be such a strategy. Growth was a major theme, which would, hopefully, follow logically by effectively implementing these strategies.

**Table 3: Congregational Data for “Hopes and Dreams” Survey, Appendix pp. 24-32.**

**Recommended Areas of Focus for Goal Setting**

The data from the team / group survey and the congregational survey led us in the same direction in making the following recommendation.

**We are recommending consideration of the following five areas of focus, from which specific goals can be set.**

**These areas are: Welcoming, Community and Social Outreach, Communications,**

**Young Families (includes youth and children) and Engagement (Leadership)**

(Engagement was thought to be a preferable term to Leadership)

Some of the areas of interest, mentioned above, have not been identified as an area of focus, but fall under one or more of the categories above, and are, therefore, addressed.

For example, growth, although important and identified by many as so, should not be an area of focus, but rather a desired result of effective implementation of goals set to address one or more

of the areas of focus. Another example is music ministry. Restructuring of the chancel, identified in one of our suggested goals, under Community Outreach, would enhance music ministry.

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**Goals**

We are including a sample “umbrella goal’ which provides the context for specific focus goals It is based upon our current values statement. It should be edited to reflect any changes that may be made to this statement.

***To nurture and sustain a creative Christian community in Newmarket that will provide opportunities for worship, service and learning in the heart of a changing community.***

We have set some sample goals for consideration for each of the areas of focus. Some are quite specific and are written in the **SMART Goal** style: S: specific, M: measurable,

A: actionable, R: relevant and T: timely. Others are less specific and in varying degrees of detail.

They are summarized briefly below. The full version is found in **Table 4: Sample Goals (SMART Format and Other Formats), Appendix pp. 33-36.**

**Welcoming**

Inclusivity: Trinity will seek to become an affirming church.

**Community Outreach**

Increased visibility on Main St. through participation in events (in addition to what we already do).

Trinity to become a cultural hub on Main St.

**Social Outreach**

Introduce a program on the scale of LAMP to enhance Trinity’s social or environmental

profile in the community.

Enhance our role as a leader in advocating for the homeless.

**Communication**

Develop a strategic plan for communications (traditional and digital).

**Young Families**

Develop several programs focused on families.

**Engagement** (Leadership)

Three goals aimed at development of leadership capacity and succession planning

Further ideas for goal setting in each of the focus areas are included in the Appendix,

**Table 5: “A Few ideas” Rev. Linda Wheler, Appendix, p. 37 and Table 6: “Goal Ideas”**

**Nancy McKeraghan, Appendix, pp. 38-39.**

**Values, Vision and Mission Statement Revsion**

It is our feeling that our most recent vision and mission statements (November 2015) are outdated, and in the case of the mission statement, too wordy. We recommend that these be updated to match proposed areas of focus and goals. We also recommend having a look at our current value statement to ensure that it aligns with chosen area of focus and supporting goals. We could not decide whether or not the “values” statement should come before or out of the vision and mission statements. This may be a question to be answered by the Leadership Team.

We struggled with the purpose of a “vision” vs. “mission” statement. We looked at examples on the internet and found definitions upon which we could agree. Definition of ‘vision’ agreed to be “the desired future position”. Definition of ‘mission’ agreed to be: “defines the nature of the business and its objectives now ”. The mission is what people do to accomplish a vision.

The congregation at Hillhurst United Church, Calgary, Alberta (**Fishing Tips: How Curiosity Transformed a Community of Faith**, by Rev. Dr. John Pentland) repeats their “values” as a regular part of Sunday worship. The congregation knows them. Their values drive all that they do as a congregation. Having concise, meaningful and relevant statements that can be easily learned and repeated is likely to increase congregational ownership for them and their supporting goals. We recommend that each statement be limited to one sentence.

Trinity’s current values statement, as printed on the weekly worship bulletin is:

***At Trinity, everyone is welcome. We are a community that values worshipping, learning and serving together.”***

Trinity’s current Vision statement is: ***“To provide a sustainable and welcoming environment to bring individuals from every perspective, closer to God”***

Trinity’s current Mission statement is: **“*We are an inclusive congregation that respects and affirms the God-given diversity of our human family. We celebrate the Spirit through music and worship, in programs for adults, children and youth, and by engaging others in faith exploration, community outreach, social and environmental justice.”***

We provide a few examples of statements for consideration.

* To be a church that lives by faith, is known by love and is a voice of God’s hope.
* To help people find God, the freedom to grow in faith, discover their purpose and to make a difference.
* To provide a place of welcome that engages people of every perspective to grow in their faith in God.
* To provide a place of welcome that engages people to grow in their faith in God.
* To seek to live in a loving community as Jesus teaches us and to keep God in the center of all we do.
* Trinity is a church whose core purpose is to follow the way of Jesus and to keep God in the center of all we do.

From the Trinity Fall 2019 Stewardship Campaign letter, the following may also be helpful:

* At Trinity we explore the life of the spirit - our spirit and God’s spirit. We do this in quiet and in conversation, alone and in community.
* Through Christian nurture each one of us grows in our knowledge of God and what it means to be the people of God in our world.
* As people of God we recognize that we are called to mission and ministry in the world around us. We are called to seek justice for all people, reaching out and offering care and support.

**Concluding Remarks**

The Visioning process, using the **“Living Our Faith Stories”** **(2018)** document has been a thoughtful, reflective chance to review where we have been, examine where we currently are and to plan for the future as we head toward and beyond our 200th anniversary of serving as a faith community in Newmarket.

A unique feature of this program has been the opportunity to engage with teams / groups that provide leadership and with the congregation. This was accomplished through surveys, to ascertain “What is Church?”, what the congregation wants the community to know about Trinity and their hopes and dreams for the church, going forward. The survey results have directed the recommendations in this report. Visiting the various areas within Newmarket, helped us to have a better understanding of who we are currently and could be serving.

We have provided recommendations for five potential areas of focus with suggestions for supportive goals for each. Some goals transcend more than one focus. We have recommended revisiting current values, vision and mission statements. Chosen areas of focus and specific goals should align with these statements. These statements must direct all that we do as a church. Statements that can be easily learned and repeated will promote ownership by the congregation.

We highly recommend that the Leadership Team form a “Vision Implementation Team” to oversee the implementation of whatever areas of focus are implemented and the goals that are adopted in their support. Pillars and their sub-teams should have the areas of focus and goals in mind as they carry out their work.

The Visioning Report is a fluid one that requires periodic review and updating as the needs of the congregation and the community that we serve evolve.

**Acknowledgements**

We wish to thank Trinity’s leadership teams / groups and the congregation for their engagement in this visioning process. Their collective survey responses led directly to our recommendations. We are grateful to: Jill Strapp for her helpful role as external facilitator, to Ron Ewart (Director, Toronto United Church Council) for his role in reviewing the report and making editing suggestions and to Rosa Barraco (Leadership Team Chair) for her thoughtful input during the process. As Visioning Team Chair, I would like to express my appreciation to the Visioning Team members for their dedication, sense of vision and investment of time that led to the production of this report. We look forward to presenting it to the Leadership Team, their feedback and prayerfully for the positive results that may ensue for Trinity and the community that it serves. “By discerning our church’s future, we opened ourselves to the work of the Spirit among us and listened for God’s call.” **(“Living Our Faith Stories”, 2018)**

**This report is respectfully submitted to the Trinity United Church, Leadership Team by the Visioning Team:**

(Rev. Linda Wheler (ex officio), Ian Thomson (Chair), Tony Hodge, Nancy McKeraghan, Cathryn Schmidt and Todd Wright (Secretary) with the assistance of Jill Strapp, Coordinating Consultant, Centre for Church Development & Leadership, Toronto United Church Council)



**Appendix**

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**Table 1: Summary of** “**What is Church? Survey for Teams / Groups**



**Table 2: Congregational Data for “What We Want the Outside Community to**

 **Know About Trinity” Survey**

|  |  |  |
| --- | --- | --- |
| Number | Statement | Category |
| 30 | childrens programs | Children & Youth |
| 60 | we have a great children's program | Children & Youth |
| 28 | We all want to see more young families | Children & Youth |
| 1 | children's story | Children & Youth |
| 28 | Children are important | Children & Youth |
| 9 | children's activities | Children & Youth |
| 6 | sunday school | Children & Youth |
| 56 | welcoming to children, including childrens voices during service | Children & Youth |
| 30 | community meals-Inn from the Cold; LAMP, Showers available | community outreach |
| 36 | Trinity has a history of community service leadership over nearly 200 years | community outreach |
| 31 | adult awareness of intercultural, inter-racial make-up of Newmarket | community outreach |
| 30 | location is ideal for downtown events | community outreach |
| 31 | greater ecumenical outreach to congregation in Newmarket that are like-minded and like-hearted | community outreach |
|  | rental space available for outside companies | community outreach |
| 30 | access to kitchen for catering events | community outreach |
| 32 | many arteries into community; collective of talents,-feed, shelter, comfort, support | community outreach |
| 60 | we have lots of ways to make new friends : AOTS, Bookerella, social events | Community Outreach |
| 54 | the we try ro serve our community | Community Outreach |
| 57 | U.C. is continually seeking justice through its various outreach programmes | Community Outreach |
| 62 | we are a very open minded and accepting community, focused on creating a safe space for all to worship God | Community Outreach |
| 11 | active in the community | Community Outreach |
| 29 | Community minded, reaches out and in to engage and participate | Community Outreach |
| 40 | community outreach | community outreach |
| 13 | Community outreach, LAMP, INN FROM THe COLD | Community Outreach |
| 3 | help the less fortunate - what would happen if this church was not here? | Community Outreach |
| 4 | helps in the community - Inn from the Cold, LAMP, mitten tree, hugs for hope | Community Outreach |
| 6 | inn from the cold | Community Outreach |
| 9 | LAMP | Community Outreach |
| 42 | LAMP | community outreach |
| 27 | many of the worthwhile things Trinity does | Community Outreach |
| 16 | many outreach programs | Community outreach |
| 14 | Our programs (adults, children, music, lunch programs) | Community outreach |
| 17 | outreach is important | Community Outreach |
| 10 | outreach programs | Community Outreach |
| 25 | Outreach programs -how we help our community | Community Outreach |
| 24 | Support community growth in outreach programs | Community Outreach |
| 58 | that it is an integral part of the life of Newmarket | Community Outreach |
| 58 | that it is important to ensuring that Newmarket is a safe, welcoming community where famiies can raise their children | Community Outreach |
| 43 | the outreach into Newmarket | community outreach |
| 47 | The ways in which Trinity reaches out in many different ways to the community | community outreach |
| 48 | there is truth in "Where 2 or more gather in my name ..." miracles happen | Community Outreach |
| 47 | To know that this is a reaching out of love and service and an example of what Christ is but with no strings attachedd - no conversion necessary - to plant that grace in their hearts | community outreach |
| 28 | Trinity supports the community; Inn from the Cold, The food pantry, our shower, LAMP, Camp Awesome, parades and other Main St events, PRIDE | Community Outreach |
| 50 | we do more than just worship, we help the community and emply what we teach | Community Outreach |
| 51 | we feel responsible to help our extended community | Community Outreach |
| 44 | we host many community groups and are committed to being a presence in the community | community outreach |
| 33 | empty sheet | empty |
| 35 | empty sheet | empty |
| 55 | empty sheet | empty |
| 1 | lots of activities | Events |
| 4 | events - Vlad's recitals, carol service, bazaar | Events |
| 29 | Active, programming that meets needs of so many and we actively look to meet the needs of more | Events |
| 10 | activity programs | Events |
| 14 | Events | Events |
| 28 | Kitchen is excellent for events | Events |
| 8 | many activities | Events |
| 25 | Social activities | Events |
| 12 | special events throughout the year - bazaar, dinner/dance auction, card party | Events |
| 1 | beauttful church and chapel | Facility |
| 39 | inspiring sanctuary - sun through the stained glass is the light of Christ | Facility |
| 31 | a "hub" for faith formation and growth-build on summer time Bible Camp ministry | Faith Development |
| 48 | a good place to educate your self and get to know yourself better | Faith Development |
| 25 | Community of faith -living God's word | Faith Development |
| 49 | there are bible studies and many other groups | Faith Development |
| 46 | we are very inclusive and accepting and just want to praise our God in our own individual way | Faith Development |
| 42 | we have a book group | faith Development |
| 42 | we have spiritual study groups | Faith Development |
| 9 | groups and clubs available | Groups |
| 4 | small groups - AOTS | Groups |
| 12 | many mid week groups. something for everyone: social, faith, mission groups | Groups |
| 28 | We are almost 200 years old! | Heritage |
| 20 | We must be proud of its heritage | Heritage |
| 10 | access to higher level | Inclusive |
| 11 | inclusive, friendly | Inclusive |
| 59 | that it's open ,welcoming abd inclusive - including LGBTQ | inclusive |
| 15 | Accepting all faiths and denominations | Inclusive |
| 28 | Diversity and acceptance are important to us | Inclusive |
| 22 | Even though some have been here many many years, they are not a clicky bunch | Inclusive |
| 10 | hearing aids | Inclusive |
| 18 | Others also need to know our church is about love not money, not what we have, that we are a loving church | inclusive |
| 16 | Very friendly | inclusive |
| 18 | We are a faith family reaching out to one another in need , in sorrow, in happiness and God's love | inclusive |
| 46 | we have an amazing minister/reverand who is so incredibly insightful and well-spoken | Leadership |
| 58 | that equity and diversity matter | Leadership |
| 57 | U.C. has, and, is addressing the residentail/Indigenous problems of the past | Leadership |
| 57 | United Church has very positive open views n LGBTQ, same sex marriage | Leadership |
| 61 | if you would like to volunteer, they would find a duty for you | Leadership |
| 56 | open to new ideas - plastic free | Leadership |
| 60 | we are innovative while honouring traditions | Leadership |
| 18 | We show our children what it means to be Christian | modeling |
| 30 | big focus on music | Music Ministry |
| 62 | there is a great passion for music; supporting young musicians and creating beautiful music in the choir | Music Ministry |
| 1 | beautiful music with vlad and choir, carol service | Music Ministry |
| 12 | extraordinary music program | Music Ministry |
| 10 | good music | Music Ministry |
| 6 | music | Music Ministry |
|  | music is nice | Music Ministry |
| 49 | music is important & participation is important - perfection and/or a high skill level is not important | Music Ministry |
| 8 | great music | Music Ministry |
| 46 | I am proud to sing with Trinity and be a part of the faith community | music ministry |
| 17 | music is awesome | Music Ministry |
| 28 | music is important to us | Music Ministry |
| 16 | Music ministry is fabulous | Music ministry |
| 59 | that it has an incredible music ministry led by one of the most talented music diresctors any church could have | Music Ministry |
| 42 | the choir is always welcoming new members | Music Ministry |
| 43 | the fabulous music program -for Sunday service and Music on Main | Music Ministry |
| 13 | the great music | Music ministry |
| 44 | the music and worship leader is awesome | music ministry |
| 52 | there is a choir, and everyone who is interested in music/singing should join! (even if they can't read or understand music, we will help them out!!) | Music Ministry |
| 39 | there is beautiful music | Music Ministry |
| 60 | we have a fantastic music program | Music Ministry |
| 50 | we have a great choir | Music Ministry |
| 46 | we love music and love praising God and worshipping through music | music ministry |
| 36 | we look after each other too | pastoral care |
| 37 | If you want to extend your family beyond the present you may very well find Trinity to fill that role | pastoral care |
| 31 | Care of others-pastoral visitation | Pastoral care |
| 43 | meetup of different generations and opportunity to come to work together and care for each other | pastoral care |
| 45 | We are a family whom will help you connect with yourself and share your happiness and sadness | pastoral care |
| 16 | Beautiful sanctuary | plant |
| 20 | It is also very beautiful | plant |
| 28 | The building is stunning | plant |
| 38 | provides a number of opportunities for members to serve - and grow in their faith | Service |
| 59 | that is it not "stuffy" but that it does observe rights and "traditions" | Spiritual Growth |
| 10 | group studies | Spiritual Growth |
| 53 | it has many different faccets and programs | Spiritual Growth |
| 24 | Prayer groups | Spiritual Growth |
| 54 | the we are open to people at any point of their spiritual journey - questions are welcome | Spiritual Growth |
| 23 | To share spiritually | Spiritual Growth |
| 36 | there are many good God-following CHRISTIANS at TUC | TUC as Community |
| 45 | so many events, so much fun | TUC as community |
| 1 | hard working | TUC as Community |
| 60 | we help others: LAMP Inn From The Cold, Mission & Service | TUC as Community |
| 48 | a place to share hopes; joy and tears & sorrow | TUC as Community |
| 40 | committees/groups within the church | TUC as Community |
| 45 | individuality is very important and we encourage sharing (what talents can you bring to the table) | TUC as community |
| 28 | Location is central - Main St is special | TUC as Community |
| 20 | My concern, we are all getting older, can it be maintained? | TUC as Community |
| 14 | Opportunities | TUC as Community |
| 29 | Progressive, keeping the doors open wide | TUC as Community |
| 45 | safe space | TUC as community |
| 14 | Services available | TUC as Community |
| 58 | that we are fun | TUC as Community |
| 58 | that we care | TUC as Community |
| 50 | we also help and support each other | TUC as Community |
| 19 | We help those who have no one close to talk to | TUC as Community |
| 3 | wonderful community | TUC as Community |
| 44 | You can be as involved as you wish to be | TUC as community |
| 45 | you may worship in your own way with no judgement posed | TUC as community |
| 16 | extremely welcoming | Welcomiing |
| 30 | Welcoming"how much all are involved in Newmarket events-Open doors for PRIDE, July 1, Camp Awesome, Santa Claus Parade" | Welcoming |
| 38 | welcoming, inclusive church | Welcoming |
| 34 | that we are a welcoming church | Welcoming |
| 22 | From day 1, I knew this was the church for me. The people are cariing, giving and always welcominig | Welcoming |
| 21 | That we have a caring church and welcome one and all | Welcoming |
| 30 | Friendly | Welcoming |
| 1 | loving and caring | Welcoming |
| 60 | we are accepting of all walks of life | Welcoming |
| 2 | everyone - anyone is welcome | Welcoming |
| 12 | everyone is welcome | Welcoming |
| 10 | friendly welcoming atmosphere, open door | Welcoming |
| 17 | inclusive and all are welcome - seekers, doubters, followers | Welcoming |
| 4 | kind caring and welcoming | Welcoming |
| 5 | new people received in a nice way | Welcoming |
| 8 | very caring and (interested?) people who come every sunday | Welcoming |
| 9 | welcoming community | Welcoming |
| 6 | welcoming, non judgemental, supportive | Welcoming |
| 39 | a warm and welcoming community | Welcoming |
| 51 | accepting of all who enter | Welcoming |
| 49 | all are welcome | Welcoming |
| 48 | all are welcome, whether for a day or a year or a lifetime | Welcoming |
| 13 | carinig, friendly, welcom given to all | Welcoming |
| 60 | congregants are friendly | Welcoming |
| 51 | everyone has different talents, time limitations and economic availabiity | Welcoming |
| 61 | everyone is friendly and very social | Welcoming |
| 3 | friendly and welcoming | Welcoming |
| 7 | friendly and welcoming | Welcoming |
| 16 | Friendly, approachable, warm minister | Welcoming |
| 53 | it is a very welcoming church | Welcoming |
| 20 | That it is very welcoming | Welcoming |
| 13 | the fellowship at all levels | Welcoming |
| 47 | This is a giving - all are welcome | welcoming |
| 57 | Trinity is a "welcoming" church | Welcoming |
| 15 | Trinity is a welcoming place, a place to visit and worship openly | Welcoming |
| 41 | very friendly and welcoming church; we are like family | Welcoming |
| 45 | we are a very welcoming and accepting church witha caring and strong-willed community | welcoming |
| 44 | we are a welcoming church | Welcoming |
| 42 | we are friendly and welcoming | Welcoming |
| 19 | We are kind and friendly to other people | Welcoming |
| 48 | we call it our church 'family' | Welcoming |
| 18 | We come together to learn, work, breathe the breath of God | welcoming |
| 60 | we serve great coffee | Welcoming |
| 29 | Welcoming and inclusive community of faith that invites everyone to share in the spiritual practice and celebrations | Welcoming |
| 23 | Welcoming church | Welcoming |
| 56 | welcoming of all | Welcoming |
| 14 | Welcoming to ALL | Welcoming |
| 18 | Welcoming to all | welcoming |
| 24 | Welcoming to ALL | Welcoming |
| 57 | we are worshipping in an historic building, but, are very modern in our thinking | Worship |
| 58 | that we embrace change, growth and evolution | Worship |
| 1 | wonderful minister | Worship |
| 60 | sermons are meaningful | Worship |
| 53 | it is a believing church | Worship |
| 23 | To share our purpose, why we are here | Worship |
| 45 | we all worship to Christ, whichever you believe in | Worship |
| 26 | blank |  |
| 17 | no survey |  |
| Online 3 | The important role that Trinity plays in relation to the needy, the way the church building gets used by many groups who provide support for those in our community who need it and the many things that take place outside Sunday worship services that make Trinity a long term asset to the community. |  |
| Online 2 | Trinity is a church that serves. We are actively involved in community-based problem solving of important humanity initiatives - we care, we share, we love. Our spiritual growth is directly connected to our daily lives. |  |

**Table 3: Congregational Data for “Hopes and Dreams” Survey**

|  |  |  |
| --- | --- | --- |
| Number | Statement | Category |
| 29 | Continue to provide inspired (arts-based) programming for children | Children & Youth |
| 28 | A more diverse music program including contemporary and music for very young children | Children & Youth |
| 14 | More programs for youth/music | Children & Youth |
| 20 | My hope is that younger people will continue to come | Children & Youth |
| 45 | have more of a public presence as in more advertising for up and comings at Trinity | Communication |
| 30 | love the LAMP program and others | community outreach |
| 31 | adult awareness of intercultural, inter-racial make-up of Newmarket | community outreach |
| 36 | we are able to at least maintain the amount of community support we "give" | community outreach |
| 41 | to continue doing what they doing. Example: helping the needy, opening the doors | community outreach |
| 42 | that we continue to be known as a church that ministers to those in need | community outreach |
| 47 | to continue this openess to the community that people know they are enough | community outreach |
| 61 | keep on being friendly & letting people know they have been missed | Community Outreach |
|  | that we are able to susutain our assistance to others ourside our doors | Community Outreach |
| 57 | the outreach of the Church is huge, but how do we entice the commuity people we touch and serve to come into the building to join in and worship within the faith community? | Community Outreach |
| 58 | that Trinity be activley shaping the life of Newmarket | Community Outreach |
| 16 | continue with all outreach | Community Outreach |
| 19 | My hopes are to help others who have no place to live | Community Outreach |
| 16 | outreach to refugees | Community Outreach |
| 14 | Continued communication to members and community | Community Outreach |
| 38 | would love Trinity to grow in membership and be a spiritual community hub for Newmarket | Community Outreach |
| 14 | Let Newmarket know about Trinity & what it offers | Community Outreach |
|  | My dream is that trintiy doors are always open to those who need to experience the love of God | Community Outreach |
| 18 | partnering with the community | Community Outreach |
| 33 | empty | empty |
| 35 | empty | empty |
| 39 | empty | empty |
| 40 | empty | empty |
| 24 | Turkey drive to provide turkeys to those in need over Christmas | Events |
| 58 | Trinity being a centre for the arts | Events |
| 45 | have more social events for everyone | events |
| 46 | to do more events that support the community like we have been doing | events |
| 30 | encourage more use of sanctuary and music availibilty - more concerts, recitals etc. | Facility |
| 43 | renovate the chancel | Facility |
| 43 | renovate chapel for additional "sunny" meeting place and rental opportunities | Facility |
|  | update the sanctuary to look more inviting | Facility |
| 49 | full time custodian | Facility |
| 51 | we retain the history of our building because it is part of the Town | Facility |
| 52 | less stairs to climb | Facility |
| 28 | Encourage more use of the sanctuary -organ recital/lessons? Music designed for church acoustics (without sound system) improve sound system | Facility |
| 31 | a "hub" for faith formation and growth-build on summer time Bible Camp ministry | Faith Development |
| 42 | that we continue to offer spiritual study groups | faith development |
| 47 | to continue discussion groups that explore Christian history and are ecumenical in regard to othe teaching of other religions | faith development |
| 53 | would also appreciate more small Bible study groups | Faith Development |
| 57 | the family service at 9:00 am will continue to allow families with children to worship and interact together positivley - perhaps the only religious experience of the week. | Faith Development |
| 36 | we remain solvent without touching the restricted Trust funds | Financial |
| 43 | less stress on fundraising to meet budget - free up leave to reach out to shut ins and lonely | Financial |
| 46 | I hope Trinity continues to be supported financially and physically by its members and caring outsiders | Financial |
| 30 | would love to see more families (existing members or new come out each week to see what we offer | Growth |
| 36 | we continue to have growth in our Sunday School | growth |
| 36 | we continue to have growth in # of bums in the pews | growth |
| 43 | attract more young families to take up where older members have moved on | growth |
| 44 | to increase our membership | growth |
| 44 | to be a place where people want to gather | growth |
| 44 | to attract and engage young families | growth |
| 46 | for trinity to continue thriving as an all-inclusive church and for our community to continue growing | growth |
| 59 | appeal to all ages | Growth |
|  | to bring more people to the church | Growth |
|  | that we are vibrant | Growth |
| 49 | full pews | Growth |
| 49 | active sub-groups ex. AOTS, UCW, Jr. choir | Growth |
| 49 | more kids/youth for kids Sunday school | Growth |
| 50 | I hope that Trinity can grow to help more people while still feeling like a family | Growth |
| 53 | to draw in people from all ages & now espeicailly younger people - 0 - 40 years | Growth |
| 54 | that we can welcome more people | Growth |
| 54 | that we are open to joining other faith communitites if necessary in the long term | Growth |
| 58 | more families attending | Growth |
| 21 | To grow our membership so that we are able to keep maintaining the building | Growth |
| 23 | To grow with more children attending and youths in 2020 | Growth |
| 28 | More young families | Growth |
| 29 | emergent design, (vision is not locked - open to respond and inspire | growth |
| 32 | Growth - more people worshiping together, serving together, supporting each other | Growth |
| 37 | for many years first time visitors have come to Trinity and most have not returned as a habit. Somehow we need to connect with them | Growth |
| 15 | That trinity will renew and grow again | Growth |
| 18 | Specific = new families, nurturing those that are here | Growth |
| 22 | More of the same with more people coming and joining and feeling the love of God | Growth |
| 23 | An inclusive church | Inclusiive |
| 25 | For the congregation to be more open to people of different bakgrounds | inclusive |
| 29 | Inclusive, open to change represwentative from diversity of lived experience, age, culture, backgrounds, new families | Inclusive |
| 18 | We survive by changing our ways and be open to new life, nw ways of ministry and working closer with the communiity | Inclusive |
| 34 | That we grow spiritually and become a inclusive church | Inclusive |
| 45 | keep up with the times and continue to thrive while moving forward with the years and changes in society | Innovation |
| 18 | new ways of ministry | Innovation |
| 58 | social outreach | Leadership |
| 42 | that our choir grows | music ministry |
| 44 | to continue to grow our music program | music ministry |
| 45 | continue to use music as an important part of services | music ministry |
| 46 | I hope music will continue to be a pwerful source of worship in this church | music ministry |
|  | continue paid soloists & Vlad's extra music concerts | Music Ministry |
|  | keep up the great music | Music Ministry |
| 62 | to continue supporting young singers and beauiful music | Music Ministry |
| 52 | more English anthems | Music Ministry |
| 55 | more traditioinal hymns because most of the congregation are seniors | Music Ministry |
| 58 | letting people know that music and art matter. How about monthly musical offerings? | Music Ministry |
| 24 | Better youth choir | Music Ministry |
| 21 | Encourage young people to attend church | Pastoral Care |
| 45 | have more young people representation in the meetings and committees | TUC as Community |
| 48 | that we are sustainable; individually and as a community | TUC as Community |
| 18 | We need to learn to work, pray, eat, live, in harmony and faith together | TUC as Community |
| 21 | To keep being a place people can go for help and friendship | TUC as Community |
| 52 | more anthems in different languages for newcomers of different ethinicities! | Welcoming |
| 19 | To be a good church as we move on to the future of another year | Welcoming |
| 28 | One thing welcomiing is to give instruction as we go "sit now:, "stand now" etc | Welcoming |
| 60 | that we can continue the way we are, maybe having parallel services (family in gym & adult in sanctuary) | Worship |
| 56 | family worship as an option for families | Worship |
| 58 | possible congregation sharing | Worship |
| 26 | blank |  |
| 27 | blank |  |
| Online 1 | Hi didn’t finish my thoughts on Sunday - enticing persons to come insideCanada Day= the people tour the building1-we bring people in to feed their bodies how about bringing them in with music to feed their soulse.g.-hymn sings /carol sings -2:30 - 3:30 Sun pm -open door —lawn signNo cost -no food -just come along and sing for the love of the musicNo organist -no pianist no sound system --everyone knows the songs that they love -no problemMC and the hymn books are necessary -- and if you want to be fancy perhaps a guest[s] accompanist for every 3rd hymn.2 -this is done in small towns-an ecumenical summer service -in the park-bring your chair-each minister has 4 minutes in the hour service [9:30 -10:30 am] to speak /pray-rest of time will be hymns-offering would be to Food Bank- non perishable items=probably need a permit for Fairy Lake park and printed order of service with hymns for the dayHave a good day. |  |
| Online 2 | To grow in size and spiritual connection with each other. To learn to better meet the needs of all ages and bring in more people to share in our experience. That we have experiences taking place for all ages and planned by all ages under our roof. |  |
| Online 3 | The role that Trinity plays in the community will continue to be a strong one of leadership and of action. As the future unfolds in unknown ways, there should always be a certainty that Trinity will stand for those who may not have a voice and a knowledge that the people of Trinity will continue to be proactive in their approach to supporting those who have the greatest needs.I would also hope that a strong educational/learning component could be developed and that the direction of our theology would align with current and future academic understandings and not simply follow the line of "popular" perception, or finding ways from the past that suit these popular approaches. |  |

**Table 4: Sample Goals (SMART Goal Format and Other Formats)**

**Sample “Umbrella Goal’**

To nurture and sustain a creative Christian community in Newmarket that will provide opportunities for worship, service and learning in the heart of a changing community.

This provides the context for specific focus goals. It is based upon our current values statement. It should be edited to reflect any changes that may be made to this statement.

**Focus: Welcoming**

**Specific Goal:** Trinity will enhance inclusivity by seeking to become an affirming church, following and adhering to the guidelines and processes of the United Church of Canada.

**Measurable**: Increased number of curious seekers, attendance and involvement of LGBTQ2 individuals, couples and their families at worship services and Trinity activities and events.

**Actionable**: Investigate and participate in the “affirming “ process required to be recognized as an “affirming congregation”. Advertise by conventional and social media that Trinity is an affirming congregation (once achieved) Consistently follow recommendations of the “affirming process” to sustain an invitational, welcoming, inclusive and safe environment. Apply similar principles to sustain an invitational, welcoming, inclusive and safe environment for all who come to Trinity.

**Relevant**: Reference to collected data, “being invitational, welcoming and inclusive of all people in the community” was identified as the number one non-negotiable aspect in the “What is Church?” committee / group survey and was similarly identified as a major priority in the congregational survey.

**Timely**: Apply to participate in the “affirming” process as soon as possible. As soon as Trinity is recognized as an affirming congregation, communicate this to the community by various media.

**Focus: Welcoming**

Goal: Welcoming: This goal might make connections to worship and the growth we would be developing in this area, including the music ministry, the children and youth ministry, etc.

**Focus: Community Outreach and Communication**

**Specific Goal**: Increased visibility of Trinity on Main in the community.
**Measurable:** Identification of 3 additional events in the community that we would participate in; participation in Music Newmarket Festival (location and artists), continued participation in Santa Claus Parade, Pride, Art Walk, Canada Day etc. newsletter production. Thought - track the number of people using the social media platforms, number of people who sign up for newsletter (paper /electronic)
**Actionable:** annual participation as a church in three new community events Create Quarterly Church Community newsletter for internal and external consumption (digital and analog outputs), Thought - communication professional - paid position - how much effort and do we have the resources? Wonder about joining the Downtown Business Association?
**Relevant:** Criteria for why this should be a goal: (e.g. Use of data from feedback forms, and get specific where possible); specific feedback in surveys indicate a desire to share and celebrate the work of Trinity in the community. Thought - offers up to date, transparent information and contact info. re: those accountable.
**Timely:** Communications strategy includes plan for quarterly newsletter that can help celebrate the projects, programs and ongoing development of Trinity as a vibrant part of the downtown Newmarket community Thought - when is it possible to achieve this goal re: timeline.

**Focus: Community Outreach**

**Specific Goal:** Trinity will seek to become a cultural hub on Main St. Newmarket to enhance Trinity’s profile in the community.
**Measurable:** Increased number of musical and dramatic productions, visual arts shows and community social events held at Trinity.
**Actionable:**
Approve the Sanctuary Dreamer’s proposal (when available) for enhancements to the chancel area of the sanctuary. While the primary focus of this project is enhancement of worship, its potential for hosting community cultural events is impressive: e.g. as a venue for musical and dramatic productions.
Seek donations for a piano of better quality than our current one. This could be an Anniversary project or a publicized plea to the congregation. A single donor, inspired by the plea may step forward. Seek input from our music director re: appropriate piano.
Take greater advantage of our Keates organ for concert purposes.
Seek more opportunities to host visual arts shows in Trinity Hall.
Host more community social events: card parties, games nights, dances in Trinity Hall and advertise them by conventional means and social media.
**Relevant:** Music and community outreach were both identified as current strengths of Trinity, with potential for growth, in both the “What is Church?” committee / group survey and the congregational survey. The acoustics in our sanctuary are amazing for musical and dramatic productions. Proposed changes to the chancel configuration will facilitate these events.
**Timely:**
Approve the Sanctuary Dreamer’s proposal for chancel enhancement, when presented.
Donations for a piano can be sought at any time.
Consult Arts groups in town about hosting visual arts shows at any time.
Social events can be planned at any time.

**Focus: Social Outreach**

**Specific Goal:** Add at least one new program (on the scale of LAMP) that aims to improve either the social or the environmental wellbeing of our community.
**Measurable**: Increased use of our facilities to serve others. Additional volunteer opportunities for people inside and outside of our faith community.
**Actionable:** Identifying a need where our building and its location are ideal to serve as the hub, classroom, kitchen, workshop or meeting place for a successful program. Developing a program blueprint and building initial volunteer base. Perhaps use a ‘Social Enterprise’ model where most of the participants can be the beneficiaries of their own labour. Applying for grants or seek partnerships with local businesses and/or government to increase awareness outside the church.
**Relevant:** Community outreach and our building often listed as key strengths in recent feedback forms. LAMP program is victim of its own success in that they have enough volunteers participating at current time for current purpose; however, it can be leveraged to build an off shoot program that provides different opportunities for participants. Allows people with untapped skills to find their niche as coordinators, instructors or mentors. Promotes social interaction with the lonely and disenfranchised. Creates a welcoming environment for newcomers who seek Christian fellowship specifically through serving others in their community.
**Timely:** Small committee tasked to research where there may be a specific social or environmental problem to which Trinity has the location, resources and capacity to help. Meaning: can it be started small with minimal funding, do we have or can we get volunteers with the necessary skill sets, and does it leverage our current location and outreach programming? Once a program is identified, create presentation and advertising to pull in volunteer support and generate funding/donations. Build volunteer base. Start small with kick off on LAMP afternoons so that potential ‘customers’ are already on premises for lunch. Continuous review at regular intervals to identify where improvements can be made . As the program grows, add new shifts to encourage more volunteers.

**Focus: Social Outreach**

**Specific Goal:** Trinity will continue to be a hub for northern York Region with respect to advocating for the reduction and elimination of homelessness.
**Measurable:** A reduction in the number of homeless persons in northern York Region with the ultimate goal of eliminating homelessness.
**Actionable:**
Advocate to ensure that the "York Region Plans"  to reduce and eliminate homelessness are updated.
Advocate to ensure that the April 2020 census of homeless people in York Region is done with transparency to attain an accurate number.(Many are being missed by current process.)
Initiate a pilot project that would establish a communication and action network among the various stakeholders in the homeless issue: e.g. Inn from the Cold, patrons who use the facility,
other churches, social service agencies and government agencies.
**Relevant:** Reference to collected data shows that “community outreach” and specifically programs to assist the homeless was identified as a priority in the “What is Church?” committee /
group survey and was similarly identified as a major priority in the congregational survey.
**Timely:** This goal has already been initiated by Rev. Ross Carson, Wayne Webb and the Rev. Linda Wheler. A.O.T.S. members; South Simcoe Waters Cluster members, and the Trinity Church Council have assisted and supported the following events:
The “Community Round Table Forum on Homelessness” was held at Trinity on Sept. 17, 2019. 90 people attended.
Two sessions were held with Shaun Loney as keynote speaker at Trinity. Sunday Jan. 19, 2020 he spoke on the topic of why churches should involve themselves in social enterprise. 60 people attended.
On Monday, Jan. 20, 2020, Shaun Loney spoke about new approaches to ending homelessness, i.e. through purchasing outcomes from governments and foundations that want to accomplish some social benefit: 50 people attended.
Rev. Ross Carson would continue to spearhead this goal with assistance from Trinity leaders and church members.

**Addendum: Explanation with an example**An example of an expensive social concern that has not easily been addressed is the prediction that four out of five 1st nation children are expected to acquire Type 2 diabetes at some point in their life due to poor diet. A First Nation’s social enterprise which distributed educational materials and provided the means to grow good food would succeed in reducing the diabetes problem. Purchasing the outcome of a huge reduction in medical costs would provide the monies to start the social enterprise.

**Foucs: Communication**

Goal: Communications: Establishment of a strategic plan for communications that incorporates traditional models alongside current digital communications (Twitter, Facebook, Instagram, LinkedIn, etc.). This strategy will be used to coordinate the disparate elements of communications, marketing and public relations under the leadership of the Communications Team (Congregational Nurture and Development) and will ensure a smooth flow of information from and to all parts of the organization and the community.

Goal: Leadership: Ongoing development of committee, team and project leaders through coordinated succession planning and growth strategies built around growing discipleship. Learning growth and links to the planning for service opportunities will form the foundation for implementation of this goal.

**Focus: Young Families**

Goal: Trinity will develop several programs focused on families.

This goal could focus on the idea of family growth instead of isolating on children and youth, but would imply the younger age groups and would reflect this through the strategies and measures used with the SMART goal.

**Focus: Engagement** (Leadership)

 **Specific Goal:** Development of leadership capacity
**Measurable:** Addition of a minimum of 4 new people per year to leadership positions on aligned project initiatives and 4 new people per year on current church committees and teams.
**Actionable:** Providing support through courses and workshops, recruitment strategies built on the definition of manageable roles and responsibilities Thought - what resources will we need? How much will it cost? Further develop our social outreach programs with an emphasis on building our current successful programs and then using this as a template for further outreach initiatives.
**Relevant:** need for new committee members, especially in positions of leadership and with the addition of new initiatives related to our goals of outreach and communication, addition of new leadership to LAMP2 project is imperative
**Timely:** ongoing requests of church and community to help support LAMP program, homelessness round table growth will require support and long term leadership

**Focus: Engagement** (Leadership)

Goal: Develop leaders’ capacity to lead.
Develop an education plan addressing leadership skills, program planning, project management. Volunteers will be supported in their leadership positions by engaging in this learning to become skilled and proficient leaders.
Leaders will be empowered to lead and implement projects and plans. Timelines and targets will be achieved. They will coordinate and oversee committee members and, be responsible for meeting project outcomes. The outcome will be clear direction for committee members, projects will be completed in a timely fashion and goals will be met.
It is important to equip our volunteer leaders with the necessary skills and tools in order to be able to lead and be successful in implementing Trinity initiatives. An investment in both money and time will be required to secure the education courses. A proposal for funding will be necessary.
There was strong feedback from the survey data suggesting a need to strengthen the leadership capacity. This initiative supports the commitment to our volunteer leaders and their ability to execute Trinity mission and goals.

**Focus: Engagement** (Leadership)

Goal: Leadership: Ongoing development of committee, team and project leaders through coordinated succession planning and growth strategies built around growing discipleship. Learning growth and links to the planning for service opportunities will form the foundation for implementation of this goal.

**Table 5 “A Few Ideas” Rev. Linda Wheler**

At Starbucks yesterday I saw their mission state:

***To inspire and nurture the human spirit, one person, one cup, one neighbourhood at a time***

Brilliant! Can we learn from this?

Let’s not forget that at Trinity we have three stream- Young people and their families- spiritual seeker and the traditional

**Social Outreach** - **Community Engagement**

Deepen community engagement to widen the circle- Tuesday night meal?

Meal prep for singles?

Cooking on a shoestring budget?

**Welcoming** (including invitational, hospitality and inclusivity) **communication**

 Building – making the chancel accessible for all abilities

New people- right now we have a welcome letter and map- add what is happening at Trinity

Strengthen the welcome process to help people find their place at Trinity- helping

them **engage within the church community- faith and leadership development**

Stewardship letter – letter to first time givers

Baptism info

Wedding info

Affirm process

Continued care for members- caring for one another- neighbourhood or pews ministry

**Families and Youth**

Met with families on Sunday

They wanted to remain with one worship

More involvement for children and youth within worship

Every 4-6weeks intergenerational worship- with upbeat non-traditional music

Opportunities to learn music in Sunday School

Building relationships through the generations- birthday lunches- knitting together

Showcasing children’s activities during coffeetime

Lessons focussed on love- hope and kindness

Putting love into action-service

Making Greif group kits- helping adult with technology during coffee time

Hands-on activities STEM and others

More time for Sunday School

Fall Family Camp

Youth group

Faith Family Fridays

Young adult dinners- Pickering College outreach

Space for Sunday School- not in basement for safety reasons

In music room- fellowship room and back half of Trinity Hall

**Music- Community Engagement**

I spoke with Vlad about the possibility of a music school

Grade 7(or so) to Grade 12

Vlad gifts would complement this age group

This choir would sing once a month or so in worship

**Table 6: Goal Ideas (Nancy McKeraghan)**

**Welcoming**

1. Provide identification for first timers, newcomers (ribbon etc.)
2. Host an event for newcomers/attendees to introduce them to what makes Trinity ‘tick’ activities. Provide childcare if necessary
3. Prepare ‘welcoming’ packages that could be distributed to new areas (as simple as a postcard with address, location, website) that invites them to come and join our family. Congregation could identify those who have just moved onto their street.
4. Make sure there is adequate signage for newcomers to be able to identify where the nursery is, washrooms, elevator, Church School classes, Trinity Hall etc.
5. Host a “did you know…” event

**Social Outreach**

1. Host an information session where various not-for-profit charities can participate and share information about their endeavors/efforts.
2. Establish a task team to research what other churches in the area are doing to see if there are any synergies to working together or perhaps duplicating a success
3. “Host” a reporting something where the congregation is reminded of what we support and how donated ‘funds’ have been used in the past
4. Establish a team to look at social enterprise opportunities
5. Establish a team to research grants that might be available and to source someone with skill to assist in the application process

**Communications**

1. Survey congregation to see/ update preferred method of communication
2. Include periodically in the bulletin, website access information
3. Have Trinity groups introduce themselves at the beginning of the service i.e. Hi, I’m Tony. I belong to A.O.T.S. It’s a wonderful group of men of all ages who get together monthly to…….. We invite you to come and join us. Please see me after the service if you have any questions.
4. Make sure bulletin boards, if used, are up-to-date
5. Have information ‘sessions’ after services at least semiannually to let people know what’s happening within the church (not just at the AGM) i.e. stewardship, property

**Families and Youth**

Create activities that can be shared among different age groups (not dissimilar to Faith Family Fridays), just on a broader scale.

1. Badminton “club”
2. Volunteering at Newmarket’s Food Pantry
3. Skating event at Newmarket Commons
4. PenPals with another congregation, or with shut-ins within Trinity
5. Host adult events at Trinity where babysitting services are provided by youth (could count toward volunteer hours) Remember the Couples’ Club?
6. Visiting a seniors’ residence, could offer readings, singsongs
7. Cooking club, preparing a meal together
8. A walk in one of the recreation areas

**Engagement (Leadership)**

1. Host discussions about succession planning, volunteer roles, responsibilities and where people may ‘fit’
2. Create lists of ‘duties’ so people can become aware of opportunities
3. Constantly be looking for potential volunteers, and skill levels, recruitment
4. THANK those who ‘lead’, celebrate as often as possible
5. Mentor whenever possible

Many of these thoughts could be crossovers