

Trinity United Church

Uxbridge, Ontario

Joint Needs Assessment Committee

Report

September 16th, 2010



Finding a Home in God's Love

Our Vision:

- A warm place to find yourself in relationship with God and others;
- Joining together in the lifelong journey of finding our home in God's love;
- Celebrating God's love revealed in Jesus through Christ-Centred worship and vibrant music;
- Extending opportunities to grow in faith, fellowship, loving care for one another and the community;
- Inviting others to join us in this exciting and joy-filled adventure with Jesus who makes this a church to call Home.

www.trinityuxbridge.com

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Executive Summary

Our Team

The JNAC team consists of : Rick McKinley, Presbytery rep.
James Clubine, Presbytery rep.
Rob Croxall – Chair of the JNAC team
Matt Alexander
Mike Bragan
Corinne Croxall
Richard Forkun
Robert Kirvan
Ivan Martin
Jennifer Pilkey
Pauline Streeter

The team brought together both members of the Board as well as other active members of the Congregation to assist in the preparation and discussion of the JNAC report.

Background

Uxbridge is a vibrant town rich in Arts, Culture, Sports and community spirit. Located on the Oakridge's Moraine and part of the Green Belt, Uxbridge will continue to be identified by its rural heritage and green space. Growth in the Town of Uxbridge is slow and steady and that will not change for the foreseeable future. As Uxbridge welcomes new families to our community we need to reach out and welcome them to our church family.

We recognize the importance of our children and young adult families and the need to attract more of these families, while at the same time making sure that Trinity continues to be home to those more senior in years who have been long time members. How we face this challenge is through strong leadership, commitment and a willingness to change.

Recommendations

Following approvals by the Congregational Board on Sept 21st, 2010 and by a Congregational meeting on October 3rd, 2010, Trinity United Church, Uxbridge requests Presbytery to declare a vacancy for a full time ordered ministerial position. Additionally, we intend to continue the quarter time position of Minister of Pastoral Care, which is currently filled by retired minister Rev. Ralph Garbe. We would then form a Pastoral Search committee immediately and start the search process with the intention to fill the identified position for the fall season of 2011.

Religion (based on the 2001 Census)

Affiliation	Number
Catholic	3085
Protestant	9360
Christian Orthodox	105
Christian N.I.E.	415
Muslim	40
Jewish	45
Buddhist	75
Hindu	15
None	4100

Churches

Trinity United, Uxbridge	St. Andrews Presbyterian, Uxbridge
Sandford United	Free Methodist, Uxbridge
Goodwood United	Sacred Heart Catholic, Uxbridge
Uxbridge Baptist	Family Worship, Uxbridge
St. Paul's Anglican	St. Paul's Presbyterian, Leaskdale
Living Water Community, Uxbridge	

Schools

Goodwood Elementary	Uxbridge Secondary School
Scott Central Public	St Joseph's Catholic Elementary
Joseph Gould Elementary	Montessori School
Uxbridge Elementary	Durham College North Campus
Quaker Village Elementary	

Sports

Youth: hockey, baseball, soccer, swimming, lacrosse, bowling, golf, tennis, basketball, curling, track & field, gymnastics, skiing,

Adults: hockey, basketball, soccer, swimming, bowling, golf, tennis, curling, baseball, running, squash, skiing, badminton, volleyball

Community Resources

Uxbridge Community Centre & Arena, Uxbridge Music Hall
 Goodwood Community Centre, Sandford Community Hall
 Siloam Community Hall, seniors' Centre, Zephyr Hall, Library.

Social Clubs/Groups

Rotary, Optimist, Kinsmen, IODE, Legion, Seniors, Lions, Scouts, Cubs, Beavers, Girl Guides, Brownies, Pathfinders, Youth groups, Uxbridge Horsemen's Association, Uxbridge Fair, Beta Sigma Phi, Uxbridge Historical Society, Uxbridge Horticultural Society, Bonner Boys, Youth Centre

Arts, Visual & Performing

Onstage Uxbridge, Celebration of the Arts, Seven Star productions, Uxperience, One Voice, Chamber choir, Uxbridge Youth Theatre

Tourist Attractions and Special Events

York Durham Heritage Railway, Lucy Maud Montgomery Manse, Uxbridge-Scott Heritage Centre, Thomas Foster Memorial, Elgin Park, Quaker Meeting Hall.

Highland Games, Steam Show, Heritage Days, Art in the Park, Uxbridge Fall Fair, Studio Tour, House Tour

Uxbridge is also designated as the Trail Capital of Canada.

For more information visit the Uxbridge town website at:
<http://www.town.uxbridge.on.ca>

Our Pastoral Charge

Vision

Our Vision statement is this:

- A warm place to find yourself in relationship with God and others;
- Joining together in the lifelong journey of finding our home in God's love;
- Celebrating God's love revealed in Jesus through Christ-centred worship and vibrant music;
- Extending opportunities to grow in faith, fellowship, loving care for one another and the community;
- Inviting others to join us in this exciting and joy-filled adventure with Jesus who makes this a church to call Home.

Organization and Membership

The structural and governance organization of our Church consists of the Congregation, an elected Congregational Board, a Coordinating Committee (Chairs of sub Committees), Committees (see below), Trustees, and Staff.

- Ministry & Personnel
- Property & Finance
- Stewardship & Outreach
- Development
- Nurture
- Worship

As of December 31st, 2009 the resident membership was 265 and non-resident membership of 280. Average Sunday attendance is 110.

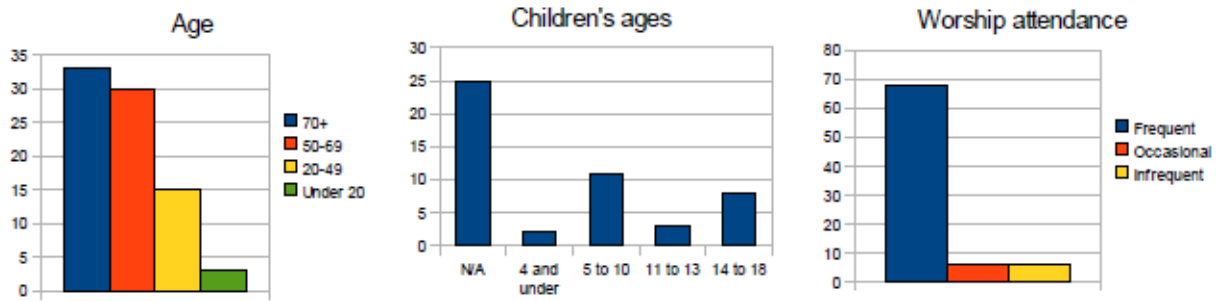
We currently have a 1 year supply minister, Rev. Dr. Bill Fritz, whose term expires in June, 2011.

History

Trinity United Church has a long and rich history in Uxbridge. The congregation was founded in 1858 as a Methodist church. The cornerstone of our current church building was laid in 1888. In 1925 we became a member congregation of the United Church of Canada.

Demographics of Congregation:

Based on information gathered during the recent survey, in which 100 people participated in June, 2010:



Our Statement of Faith

Trinity's ministers, past and present continue to celebrate the Christian Faith articulated in such documents as the historic ecumenical Christian Creeds and the Articles of Faith in the Basis of Union of the United Church.

Worship Services

The Sunday morning service seeks to blend both traditional and contemporary music styles. Several volunteers participate in music ministry on an occasional basis. This has included a choir, band, duets, quartets and solo musicians. This service includes a printed order of service and uses music from Voices United as well as other sources such as the Praise and Worship Songbook. Video projection is used to project the words to songs.

Sunday School

Our Sunday School is comprised of 15 registered children (in the year 2009/10) ranging from age 4 to 12; with an average of 8 children in attendance on any given Sunday. Following the Children's Moment with the Pastor, upstairs; the children are led downstairs to the Chapel where they worship God in song and prayer with two adult volunteers. Following the worship time together, the children break into two classes: Grade JK-3 and Grade 4-8. The adult volunteers lead the children through a time of Christian discovery using the Buzz curriculum developed by Group Publishing. During

the playing of the last hymn upstairs, the children reunite with their parents thus bringing their church routine full circle.

Church Groups

The *U.C.W* is very active and there is both a daytime and evening group, with about 60 women in total. These groups provide women with opportunities for fellowship, inspiration, education, worship and service opportunities. Their activities include fund raising both for the church and for outreach projects, as well as the important task of visitation.

A Ladies Bible Study group, called *Sisters in Grace*, meets on Thursday mornings. This group provides an opportunity to grow in the grace and knowledge of God as well as equipping women through support and encouragement to put their faith into action in all areas of their lives.

A men's group, called the Boys of the Book (*B.O.B.'s*), meets each Wednesday evening. The purpose of the group is to gain a better understanding of the Bible, grow in prayer, and develop friendships. This group also hosts a monthly men's breakfast which is open to men in the community and features a guest speaker. The annual bbq and Bocce ball tournament is a highlight at the beginning of summer.

The Visiting Committee is known as *U.C.W. plus 3*. The name is derived from the nine ladies representing *UCW plus 3* men. During the course of the year this group averages 100 visits per month. Additionally they send out get well, sympathy, anniversary and birthday cards to those over 90 years of age. At Christmas over 40 poinsettias and Christmas cards are delivered to our older members.

Prayer is important to us and prayer groups gather at different times. There is a prayer chain that communicates via email special needs and concerns of those in need of prayer.

Small groups may meet for prayer, study and fellowship at various times of year, including the Lenten study groups.

Community Groups

A number of community groups make use of church facilities, including a Healing School, Brownies, Uxbridge Messiah singers who put on a Christmas performance bi-annually.

Outreach

A Handicapable Ministry is run by the church on Wednesday evenings and this is a program for adults in the region who are disabled by Downs Syndrome, Autism, Cerebral Palsy or other afflictions.

A Community Dinner is organized several times a year by volunteers – food is donated and the meal is provided at no cost to the community to about 50 people.

Trinity also supports, both financially and with our time and prayers the following programs:

Camp Big Canoe, Canadian Bible Society, Hospital Chaplaincy, Canadian Food Grains, the local Food Bank. The church has also helped sponsor youth to go on mission trips – in 2009 a team was sent to Uganda to work with Watoto ministries.

Fundraising

Major fundraising events that are held annually include the Tour of Homes in June and the Roast Beef Dinner in October. Other fundraising events include the Pancake Supper, rummage sales, silent auction, Christmas craft sale and bake sales.

Congregational Surveys

In the fall of 2009 we ran the Reveal Spiritual Life Survey, from the Willow Creek Association in order to help us determine what our future should look like. This was conducted online and about 80 people participated in this survey.

The Survey identified the top priorities for Trinity as being:

- Provides strong programs for children
- Provides compelling worship
- Provides clear pathway to guide growth
- Empowers me to go out “on my own”
- Sets clear expectations

The survey also identified the top priorities for the minister as being:

- Preaches inspiring sermons
- Casts a vision that captures your heart
- Provides guidance to individuals on spiritual development
- Creates a welcoming, open and friendly environment
- Maintains harmony

The top priorities for the Sunday service were identified as:

- Incorporates worship music and congregational singing
- Challenging and thought provoking
- Use of stories of real live people
- Helps me apply Scripture to everyday life
- Provides “next steps” to do in response to the service

This was followed up by another survey of our own design in June, 2010 and which had about 100 participants.

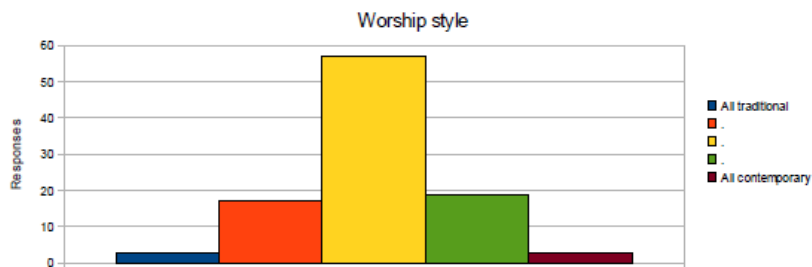
The questions in this second survey were designed to dig deeper and focused on the Sunday service and the minister’s role. The complete survey is attached in the addendum; however, a summary follows:

Sermon Style:

The first part of the survey asked 2 questions about the sermon style – a) was it important that messages were structured around Biblical passages and b) was it important that messages focused on topics/issues in everyday life. The results in both categories were an emphatic “Yes” – certainly both of these were rated as important by the majority of respondents.

Worship Style:

The question asked if our worship music style should be traditional, contemporary or a blend of both and the result overwhelmingly was that we should maintain a blend of both styles. The result was so striking that we have the graph here that shows the result: the bar in the middle shows that 57 people said that we should have a blend. A few on either side said they would prefer more of one style or the other but overall our direction here would seem to be clear.



Involvement of the Congregation:

Several categories were presented, such as doing announcements, scripture reading, drama, art/dance, testimonials etc. and in each category most people said they would like

to see these done to one degree or another. This tells us that people are looking for more variety during the service.

Pastor's Core Beliefs:

A question was asked about how important should it be that the pastor believe that the Bible is the inspired word of God – and the overwhelming majority said that “yes” this is very important. Certainly, this confirms a tradition we have had at Trinity of employing ministers who had a faith grounded in the Bible and its teachings.

Overall we believe these surveys have helped identify what the congregation sees as important and this will help guide what we believe God's plans are for our future.

Resources

Staff

- Ministerial Staff
 - One full Time Supply Ordained Minister (till June, 2011), Rev. Bill Fritz
 - One quarter time Minister of Pastoral Care, Rev Ralph Garbe

- Musical Ministry
 - One Part Time Organist/ Music Director, Tom Baker 25 yrs

- Administrative Assistant
 - One full time person, Diane Duncan 10 yrs

- Custodial
 - One full time custodian, Derek Clark

- Sunday School Coordinator
 - One Volunteer position, Cindy Finlay

Volunteers

The involvement of volunteers is a vital part of any church. Trinity is blessed to have volunteers in the following areas: Hospitality/Greeting Team, Tech Crew, Sunday School, Nursery, Music Ministry, Congregational Board, Committees, Flowers, Readers.

Sanctuary

The sanctuary is the focal point of our church building. Built over 100 years ago by Methodists, seating consists of over 500 seats in a fixed pew arrangement with padded seats, and wheelchair designated seats. A balcony area is also used for overflow seating during large events. Our sanctuary is very large, bright and welcoming, surrounded by stained glass windows. The church has an electric organ and a grand piano to capitalize on the Sanctuary's exceptional acoustic performance, which is the site of choice for large musical performances such as the biannual presentation of Handel's Messiah.

Audio/Visual System

The church has a versatile 16 channel sound system including a podium microphone, handheld, lapel and headset microphones, keyboard, drum set, and equipment for guitars. The Sanctuary has two large screens which are used to project videos, sermon notes, and PowerPoint presentations. While ample Bibles and Voices United Hymnbooks are provided in the pews, scriptures, hymns and lyrics are projected onto the screens for the congregation using EasyWorship software. The tech crew can play CDs, DVDs, MP3 Players, computer files, PowerPoint presentations, photograph slideshows etc. from the new Audio/Visual Booth at the back of the Sanctuary. Services are audio recorded to computer where they are later placed on the church's website, or placed on CD for members of the congregation who are unable to attend.

Kitchen

The church kitchen is a vital part of any congregation and ours is no exception. The kitchen features a gas range, two refrigerators, two double-sinks, an industrial dishwasher, and ample tableware for large events.

Fellowship Hall

Our Fellowship Hall is a versatile multi-purpose area. It is most frequently used to host receptions and "coffee time" after services. As it connects to the kitchen, it is also used for serving large community dinners, including important church fundraisers and community outreach events. The church has purchased a number of chairs and tables to comfortably seat people during these events. Two unisex washrooms are located near Fellowship Hall, one of which is accessible for individuals with physical challenges. Fellowship Hall also houses the Children's Library.

Lounge/Chapel

The Lounge provides a comfortable location with couches and chairs for approximately 20 people. Housing the Church's Library, it is used for bible studies and group sessions and is attached to the Chapel by a folding wall. The Chapel is used for Children's Ministries and meetings. It has chairs for approximately 50 people.

Gym/Children and Youth Ministries

Added in 1960, the gym is a large multi-purpose area with a basketball net and hardware for raising volleyball net. The gym has one Men's and one Women's washroom. The North wall of the gym features a stage. The gym is frequently used by Children's Ministries and community groups.

Off the gym are two rooms used for Children's Ministries. Beside these rooms is the Nursery, which features a speaker system with independent volume control which can broadcast the service upstairs. Also off the gym is a small Kitchenette. Through the

Kitchenette is access to the Youth Room, which has a stereo system, television and seating for approximately 15 people.

Church Communications

A quarterly newsletter is published and goes out 192 families. This keeps people informed about what is happening at Trinity and includes great articles, humour and photos.

The church has an active website, which is updated with the weekly news and also includes an archive of past sermons.

Accessibility

The building has an elevator at the main entrance. The lift runs up to the Sanctuary and down to Fellowship Hall. The gym and children's area is accessible from an outside sidewalk. The church has one accessible washroom located near Fellowship Hall. Parking in front of the church in the proximity of the elevator/lift is reserved for those with physical challenges during services.

Additional Properties

Several years ago, a decision was made to sell the church manse and instead to purchase two properties adjacent to the church. These properties form the church's new parking lot, and have two joint commercial/residential properties that are rented out.

Finances

Below is our budget for 2010 with actuals from previous years

	Budget 2007	Actual 2007	Budget 2008	Actual 2008	Budget 2009	Actual 2009	Budget 2010
Nurture	\$4,100.00	\$2,053.77	\$3,650.00	\$1,739.43	\$2,650.00	\$2,156.73	\$2,675.00
Stewardship & Outreach	\$4,600.00	\$3,083.88	\$2,800.00	\$2,821.90	\$3,200.00	\$2,218.75	\$2,550.00
Development	\$14,200.00	\$5,390.20	\$6,250.00	\$5,288.39	\$5,550.00	2045.84	2560
Property & Finance	\$67,167.00	\$68,724.55	\$61,593.00	\$64,513.21	\$57,700.00	\$71,337.52	\$60,900.00
Ministry & Personal	\$219,561.00	\$220,694.67	\$230,372.00	\$210,035.76	\$216,096.00	\$203,198.30	\$164,894.00
Total	\$309,628.00	\$299,947.07	\$304,665.00	\$284,398.69	\$285,196.00	\$280,957.14	\$233,579.00

Position Profile

Minister of Worship and Pastoral Care

We require an ordained minister that can challenge the Congregation with a deep understanding of the Bible, and how it relates to our lives today. It is important that the Minister relates well to a diverse Congregation.

Skills and Training

- ordained minister
- excellent public speaking skills
- preach from a strong Christ centred and Biblically based personal theology
- excellent written communication skills
- ability to articulate, facilitate and convey the messages of the Bible in a manner with which the Congregation can identify and use in their daily lives
- ability to lead the Congregation in a successful pursuit of its mission, while maintaining an awareness of, acceptance for, and willingness to address the concerns of the Congregation
- effective counselling skills, including crisis counselling
- administrative skills to coordinate Congregational activities and programs
- supervisory skills to direct and support lay volunteers delivering Congregational programs
- motivational skills to energize Congregation and build enthusiasm
- plan, organize, lead, and/or monitor as position responsibilities require
- teach, train, coach, and mentor in a Christian education and service environment effectively
- have experience with adult programs e.g. Alpha.
- understand the issues facing families, and individuals of all ages
- have experience involving youth and children in worship (i.e. intergenerational worship)
- have experience providing pastoral care and counselling people at all stages of life
- support and encourage leaders and integrate new members
- musical ability of some degree would be preferred, but is not essential

Personal Attributes

- a passion for reaching out and moving the Congregation through worship
- an interest in sharing God's love through pastoral care
- compassion
- grief counselling experience
- approachability, sociable
- good sense of humour
- an active member of the community
- respect for tradition, but able to put new technology and methods into practice
- servant leader attitude

Specific Responsibilities

1. Worship

(40% of time)

Primary responsibility for leading worship services and celebrating the sacraments rests with this position. Planning of worship shall be a collaborative process involving the Director of Music Ministry and the Worship Committee.

- Partner with the Worship committee to plan the general direction, and the overall format and content of the worship services.
- Pre-arrange and update a pool of special worship services, involving the Minister of Pastoral Care, lay ministers, visiting preachers and speakers, youth, Sunday School, or special music and drama. Use these services to experiment with new worship directions; celebrate anniversaries and events; refresh the worship experience; accommodate special celebrations or sermon requests; involve children, youth, and Congregation groups.
- Lead Sunday worship services and special worship services, unless unavailable due to vacation, sickness, or leave, or if leadership of a special service is planned otherwise. Anticipate leading Sunday worship on at least 40 Sundays per year.
- Lead celebrations of the sacraments, and ceremonies for Confirmation, profession of faith, and re-affirmation of faith.
- Review the Sunday School program with the Sunday School Coordinator to coordinate worship themes with the Sunday School.
- Advocate, encourage, counsel, and otherwise support the involvement of Congregation members, including children and youth, in worship services.

Pastoral Care (approx. 24% of time)

Prime responsibility for managing a comprehensive program of pastoral care.

- Create a comprehensive, compassionate pastoral care program, including crisis and non-crisis care, visitation, counselling, family care, fellowship, Prayer Chain, and special assistance to the elderly.
- Be primarily responsible for crisis care, non-crisis care.
- Create a new member visitation program to welcome and orient new members.
- Train, coach and mentor lay visitors.
- Support the Minister of Pastoral Care
- Encourage and mentor marriage preparation and baptism course participants to become active members of the Congregation.

2. Administration

(approx. 16% of time)

The Minister shall have primary responsibility for providing leadership, guidance, and support as a means of empowering and motivating staff, committees, volunteers, and the Congregation as a whole, to pursue the mission, goals and objectives. This responsibility does not extend to acting as staff supervisor, or being accountable for the performance of other staff.

- In the role of administrator, support all Church policies, guidelines and procedures.
- Facilitate the effective administration of the Congregation by others within their mandates.
- Help ensure that organisation, processes, decisions, programs, and activities follow bylaws and policies of the higher courts, and meet religious, ethical, and moral standards.
- Facilitate a staff team system of day-to-day mutual support, communication, and co-operation, and a staff team system of planning, co-ordination and monitoring.
- Serve in an advisory capacity to the Church government as an ex-officio member of all Church Council and all committees except the Ministry and Personnel Committee.
- Facilitate regular communication in cooperation with the Minister of Pastoral Care to establish and ensure continuity of all Christian services and programs.

3. Outreach

(approx. 8% of time)

- Share responsibility for representing the Congregation in local outreach opportunities, participating in local ecumenical initiatives, and extending pastoral care to the community at large (weddings, funerals, visitation, assisting disadvantaged persons, and crisis intervention).
- Visit prospective members, lead new members' classes, and encourage involvement.
- Share responsibility for representing the Congregation on social action and justice issues.
- Facilitate good public relations on behalf of the Congregation.

4. Education

(approx. 8% of time)

- Responsible for recruiting and mentoring the development of volunteer teaching resources for Christian education.
- Advocate and support lay ministry programs for Worship, Pastoral Care and Outreach.
- Lead the development of lay Congregation leaders and lay ministers for Youth Ministry.
- Partner with the Stewardship and Finance Committees to raise stewardship awareness
- Provide spiritual leadership for education programs such as Sunday School, Confirmation Classes, Alpha, and small group Bible studies.
- Promote and develop small group ministry within our church family

5. *Presbytery, Conference and General Council* (approx. 4% of time)
- Officially represent the Congregation in the courts and committees of the wider church.
6. *Study Time, Spiritual Nurture, and Personal and Professional Development(time varies)*
- Maintain a high standard of Christian ethics, both professionally and personally.
 - Follow a program of personal and professional development, and spiritual nourishment.
 - Build adequate time for devotions, Bible reading, meditation and prayer into daily routine.
 - Ensure that all time allotted for study leave is taken.
 - Seek support, counsel and assistance when needed and from appropriate sources.
 - Develop a statement of personal goals and objectives annually.

Terms

The terms of the position such as salary and benefits are in accordance with guidelines laid down by the United Church of Canada.

A housing allowance is also provided.

Addendum

Purpose and Values Statement

Our Values

- Worship and Music
- Growth in Faith
- Fellowship
- Caring for community
- Gospel outreach

Purpose Statements to Support our Values:

- **WELCOMING** -- with warmth and acceptance and without judgment
- **WORSHIPPING** – God: Father, Son and Holy Spirit
- **GROWING** -- in Christ together
- **DEVELOPING** -- the leadership of tomorrow, today
- **INVITING** -- others to discover the good news of the Gospel
- **CARING** – for one another, for our community, and our world
- **GIVING** – of our resources and ourselves
- **EQUIPPING** – every member of the church to share in ministry

Expanded version:

WELCOMING -- with warmth and acceptance and without judgment. We aim to be a friendly church community to which any and all can come, find acceptance and join in an exploration of spiritual life, healing and joy in Jesus Christ.

WORSHIPPING – God: Father, Son and Holy Spirit. Our worship is a celebration responding to God’s love and grace revealed in Jesus Christ and the gift of the Holy Spirit to us. We come before God to offer music, prayer, and praise, to hear and respond to God’s word read and proclaimed, and to be strengthened in faith and sent forth to serve Christ in all of our living. We seek to be relevant and responsive to many needs and we value multiple expressions of worship.

GROWING -- in Christ together. In continuity with our 150-year heritage we are engaged in the lifelong adventure of growing and living out our faith. We endeavor to support one another in becoming rooted in the Bible, growing in prayer, and in helping one another to live out our Christian faith in today’s world through love and action.

DEVELOPING -- the leadership of tomorrow, today. We are committed to invest in the spiritual development of children, youth and young adults and to equip them to be growing Disciples of Christ now and throughout their whole lives. We value youth involvement in all aspects of church life.

INVITING -- others to discover the good news of the Gospel. In response to Jesus' call to make disciples, we seek to create appropriate and respectful avenues for inviting our friends and community, like the first disciples, to "come and see" who Jesus is and to explore his relevance for their lives and spiritual journey.

CARING – for one another, for our community, and our world. As a Christian family, we are active in caring for the spiritual, emotional and practical needs of each other and our community. We seek to promote God's desires for the world through discerning engagement with social and justice issues. We aim to respect and honour one another and to work out differences and challenges with patience, love and grace.

GIVING – of our resources and ourselves. We are called to be faithful stewards of all that God has given us and to support the life and mission of the church. We encourage generous giving of our hearts, hands and wealth to the work of the church and its mission.

EQUIPPING – every member of the church to share in ministry. We value a church led by caring, qualified and Christ-centered pastoral staff who will facilitate and enable quality pastoral care throughout the church's ministries. We seek ways of training and equipping church members of all ages to identify their ministry gifts and be activated to serve in the areas in which the Holy Spirit has called and gifted them. Building on the tradition of our past, we will adapt or expand Trinity's facilities to meet the needs of our ongoing ministry.