



Trinity Church's Three Year Plan: Strengthening Our Congregation

In Lent of 2015, the people of Trinity participated in a survey of the congregation to assess how we were doing, and also to identify those areas of our life and ministry together that people were most interested in strengthening. The results of that survey indicated a strong congregation with high levels of both satisfaction and energy, and surfaced five areas around which we particularly wanted to strengthen our ministry:

- Outreach
- Children, Youth, and Family Ministries
- Spiritual Discovery (Adult Formation)
- Broadening Parishioner Engagement
- Growing the Congregation

This past April, Trinity held a “Planning Extravaganza” that invited people to brainstorm ideas that would strengthen our life in each of these five areas. After that, teams of volunteers from each of the brainstorming groups continued to meet to finalize the results of the brainstorming sessions, focusing on the top five ideas that attracted the most support during those sessions. The results of these efforts are found on the attached page.

Before you review the three-year plan, there are a few things that should be noted.

- First, the plan focuses on *new* ministry initiatives aimed at strengthening already existing ministry areas. Please note that *current, on-going* ministries will continue, and, for the most part, are not listed in this plan.
- Second, the attached plan does not include details of the proposed ministry initiatives. However, as groups are formed to lead these initiatives, details that were generated during the planning process will be fully shared.
- Third, these initiatives are invitations: those that attract support will be moved forward. But there may be some that don't attract sufficient energy to be implemented. We will update the congregation regularly on where we stand with these initiatives.
- Please note that on the attached page, things are divided into “Year 1”, “Year 2”, and “Year 3”. These indicate when initiatives are due to start, but they do NOT mean that initiatives will end once that year is over. So, something started in

Year 1 will still be going on in Years 2 and 3. Please note that each planning year runs from September to September.

- Finally, the areas of Broadening Engagement and Growing the Congregation have not been set into the Year 1, Year 2, and Year 3 structure, because of the nature of the work in those areas.

Three Year Plans like this one are not formed simply for their own sake. Our hope in putting together this plan is to strengthen the life and ministry of our community so that we can continue to proclaim the Gospel according to our experience of it. The shape of our proclamation reflects a particular vision that we believe Christ is inviting us to embrace. That vision is of a generous Christianity in which God's love is shared with all, into which all people are invited, and which sees that God is always moving toward us in a love shaped as forgiveness, compassion, and generosity. When we really see that God in Christ is moving toward us in this way, then we are freed from fear, and given the space to be transformed in a more Christ-like direction, letting go of what must be let go and holding fast to the way in which the divine is reflected within each of us. It is that vision of the Gospel, and of the God who gives it to us in Jesus, that this plan ultimately seeks to serve.

	Year 1 / Fall 2016 - Summer 2017	Year 2 / Fall 2017 - Summer 2018	Year 3 / Fall 2018 - Summer 2019
Outreach	Redwood Family House Leader: Jim Bramlett Need: Funding and ongoing day of support.	Explore Interfaith Peace with a Muslim Congregation Leader: TBD Need: need to recruit team	Support the Refugee Crisis Leader: TBD Need: TBD
	Prison Ministry Leader: Elizabeth Riley & TBD Needs: 4-10 Volunteers / 2 year commitment	Hearts for Justice (Mental Health) Leader: Elizabeth Riley Need: 4-6 Voluteers to plan for 2017	
	Justice Discernment Task Force Leader: TBD Team: TBD		
Children, Youth, & Families	Quarterly Social Events Leaders: Various (already recruited) - Halloween Party - Winter Skating Social - Spring Harvest - Pool Party	Parenting Course Leader: Family Minister	Summer Camp Opportunities Leader: TBD Need: planning team
	Quarterly Service Events w/ Outreach: - Redwood Family House - Thanksgiving/Christmas Catherine's Center - Easter Basket Build	Family Mission Trip Leader: Youth Minister	
Spiritual Discovery	Adult Formation: Episcopal 101 (Clergy) - September 18 & 25 - Bishop's Ranch Retreat - November 20 - December 4 & 11 - Lent	Adult Formation: Interfaith	Adult Formation: TBD
	Spiritual and Prayer Practices (Clergy) - Spiritual Practices 5:05 once a month	Local Pilgrimage: Yosemite, CA Missions, etc. Leader: TBD Need: Planning Team	International Pilgrimage Leader: TBD Need: TBD
		Small Groups Leader: TBD	

**Most year one project continue through year three. All proposed new ministries are intended to happen in addition to existing ministries at Trinity*

Broadening Engagement	Growing the Congregation
Create a Volunteer Database	Create a Welcome Wagon Team
Create a Photo Directory	Create a Public Relations team
Establish New Member Dinners Twice a Year with Clergy	Commit in new ways to inclusivity and diversity in Trinity's life
Establish Volunteer Recognition Opportunities for Ministries at Trinity	

2016 Fall Recruitment

- Godly Play Teachers
- Explorers Teachers
- Prison Ministry Team (4-10 volunteers needed)
- Pilgrimage Planning Team (4-6 volunteers needed)
- Welcome Wagon Team (4-12 volunteers needed)
- Public Relations Team (3-6 volunteers needed)

2016 Direct Asks / Clergy & Staff

- Database Team
- Photo Directory Team
- Volunteer Recognition

2017 Spring Recruitment

- Hearts for Justice Team (4-6 volunteers needed)
- Interfaith Peace Team (4-8 volunteers needed)
- Children and Family Ministries Mission Trip Team (4-6 volunteers needed)
- Recruit dinner hosts for new member dinners (2-4 volunteers needed)

2017 Direct Asks / Clergy & Staff

- Small Group Formation

2017-2018 Recruitment

- Refugee Team
- VBS Team
- Hearts for Justice 2018 Team
- New Prison Ministry Team (TBD)