

Program and Ministry Analysis

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1. Trinity maintains a large number of programs and ministries. There are currently 57 ongoing programs, some held weekly, some monthly, and some during certain times of the year. There are 4 regular worship services, 9 commissions, 9 committees and sub-committees, 10 ministries, and 25 programs.

Implications: Is there a sweet spot for the number of programs our church can support where there is a good variety to choose from and all the important work is done yet not so many that we have unnecessary complexity?

2. We are better at starting up new programs than closing down ongoing programs. In reviewing Trinity's annual reports for the past 25 years, it appears that many programs, committees, ministries were added over the years, and few were discontinued. There were a number of "temporary" committees that were formed, but when their work was completed, they dissolved. Also, several committees or programs morphed into other committees or programs, and were called by different names. Some were absorbed by existing commissions, and became sub-committees of the commission, of programs within the commission.

Implications: Should we more rigorously evaluate programs so we can prune now and on an on-going basis? What would be the criteria for evaluating them?

3. Most of the programs have committed participants and good energy behind them. Several were started in the last couple years (Book Club, Ben's Lighthouse, Companion Parish, What Can One Person Do?) while many others have been going on for 10 years or more. Many are lay-lead by people very committed to the activity.

Implications: Do we have a quantity verses quality issue with programs? If we don't cut programs and ministries to a manageable level, will parishioners heads spin to such a point that they throw up their hands and avoid attending programs altogether?

4. People in a wide range of ages drive the ministries. Adults 35 to 50 years old dominate the youth and children programs while those over 50 dominate other programs.

Implications: Do programs led by senior members have succession plans in place?

5. Much effort is put into scheduling programs so they don't overlap. Programs have to request their own spot on the calendar that doesn't conflict with other programs or meetings. Therefore programs don't have to compete with each other for attendance.

Implications: Is it necessary to prevent overlap of programs? We currently don't let them compete with each other by scheduling them at different times. This leads to a lot

of office work to coordinate the schedule. It can also slow down activities. Would competition be healthy?

6. At times it can be difficult to find meeting space. This is largely because the classrooms on the first floor are off limits to church use except for church school on Sundays.

7. The Sunday worship requires the participation of 6 different groups, not including music or children. Perhaps there is a way to consolidate the management of these activities.

Implications: Is there a way to simplify this?

8. Some programs require extensive staff support and participation, and some don't. The music programs and youth programs both have a dedicated staff member. All commissions get scheduling and bookkeeping support from the office. Some commissions, such as Stewardship, get more support from the office staff.

Implications: Some programs have hard costs (staff time, supplies) and some have soft costs (general office support). Should these be evaluated with separated criteria?

9. A core group of people are involved in several programs. This can lead to burnout or some programs not getting the attention they deserve.

Implications: Can we do more to invite new people to take an active role in programs so that the work doesn't fall on the same shoulders?

10. Paid Youth Pastors/Lay Ministers have been short lived at Trinity in the past, only serving for a short period of time, and it appears have not made a lasting and positive impact on Trinity's Youth program. There are several programs for youth that require extensive fundraising. This can lead to fundraising fatigue.

Implications: Do we have burnout with parental involvement in the youth program? If we don't experience increased parent involvement in the Youth program in the future, the program will continue to decline.

11. There are a small number of programs that attract or serve the Newtown community, including Taize, Maplewood Breakfast, and Ben's Lighthouse. Most of the programs serve parishioners or people and groups outside of Newtown.

Implications: Should more programs be focused on the wider Newtown community?