

Staff and Key Leader Interviews

Work Team: Craig Van Gelder

1. Engaged, Contributing, and Relationships: Interviewees reported their joy in being engaged, making a contribution, or enjoying their relationships within the church.

Implications: Lead staff and key vestry members have high levels of commitment to and enjoyment in their work within Trinity.

2. Multiple Challenges to be Addressed: Interviewees reported significant challenges which need to be addressed, especially including finances, insufficient transparency, and securing sufficient volunteers to serve.

Implications: Lead staff and key vestry members struggle with knowing how to address the significant challenges with which they have to deal.

3. Assessment of Current Visioning Process: Interviewees affirmed the value of engaging in this process, noting that there are substantive issues which need to be resolved, especially related to Trinity's identity and direction in ministry. Most were hopeful that this process would get at these issues, though some were less confident that it would do so.

Implications: Lead staff and key vestry members are quite aware of the purpose and intent of the visioning process with the majority believing it will work.

4. Excitement and Concerns about the Future: Interviewees expressed excitement about the future in regard to Trinity's staying power over the years, key location and facilities, the people, and the current involvement of kids. Issues of concern included there being serious trust issues in church, the church failing to change with its surrounding community, financial shortfalls, insufficient vestry leadership, and low worship participation.

Implications: Trinity clearly has a number of strengths but there are substantive and serious concerns that lead staff and key vestry leaders have about the viability of Trinity's future.

5. Ministry and Program Offerings Critical to Continue or Eliminate: Interviewees expressed varied opinions regarding which of the numerous ministry and program offerings were either critical to maintain into the future or to eliminate. There were no consistent themes for either continue or eliminate.

Implications: The Visioning Team will need to engage in a thorough review of what should be continued or eliminated, with a view toward reconceiving the whole set of offerings to focus on building internal community and better connecting with larger service area.

6. Engaging Larger Service Area: Interviewees noted that there was a need as well as some available opportunities for engaging the larger service area, but there was no common theme regarding any suggested approach

Implications: The Visioning Team will need to engage the issue of how to shift from being primarily an attractational ministry to engaging more fully the broader service area.

7. Most Significant Challenges to Overcome: Interviewees offered numerous suggestions with the key themes being: getting control of realistic budget, vestry stepping up more in providing leadership, developing a clear and common focus, and engaging the larger community more fully.

Implications: It is critical for the Visioning Team to secure the shared ownership by Vestry and other key leaders with whatever plan it comes up.

8. Staffing for the Future: Interviewees offer a variety of opinions regarding what the staffing model for the future might need to be with no clear consensus emerging.

Implications: The Visioning Team will need to determine a staffing model after it has developed more clarity regarding identity, direction in ministry, and ministry/program offerings.

Hopeful about the Future: Interviews were split over their hopefulness about the future, some being cautious or qualified, with others being quite hopeful and willing to trust the process.
Implications: It will be critical for the Visioning Team to develop a clear, concise, and focused vision for the future if it is going to be able to develop a critical mass of support around any plan that is presented.