

### **Town Hall Results**

Thank you to the more than 75 members who attended our town hall meetings Feb. 10, 11 & 12, 2018. During these meetings members had the opportunity to discuss and identify the needs of our church and school to enable us to plan for the future. After evaluating the feedback and discussion items, the Strategic Planning Committee with the Pastoral Staff identified ten primary areas listed below, which will be prayerfully considered to develop long-term plans for Holy Trinity.

### **Christian Education within the Church**

Enhancing our Christian Education programming (Sunday School, Vacation Bible School, and Small Group ministry) for more effective discipleship for all ages.

### **Current Ministry Evaluation**

Evaluating current efforts and programming to ensure alignment of ministries toward our common Mission and Vision.

### **Daycare Center**

Looking into the development of a Christian child care center (infants and older) to serve the needs of our community and young families, as well as to serve as an entry point for our Church and School.

### **Diversity & Community Outreach**

Expanding outreach to the surrounding community, recognizing the demographic changes to the area.

### **Fellowship**

Providing and enhancing opportunities for intentional fellowship and community-building among members, increasing our sense of unity within the Body of Christ at HTLC&S.

### **Holy Trinity Lutheran School Development**

Recognizing the needs of our Lutheran School (educational offerings, facilities, etc.), explore the potential development of a free-standing building.

### **Membership Involvement and In-reach**

Identifying best practices to better retain church members and to inspire both active and inactive members toward increased participation, attendance, service and volunteerism.

### **Senior Ministry**

Considering opportunities to better minister to and with this growing demographic, both in-home and in the Church.

### **Staffing**

Evaluating current and future ministry staffing needs (both Called and hired) as our congregation grows and our ministry opportunities develop further.

### **Worship Services**

Assessing worship services to ensure they meet the needs and changes of our congregation, in terms of times, style, and growing numbers.

## Strengths

Opportunity Abounds—We have great potential

We are financially solid

We offer a variety of worship services (style and times)

We have made improvements in communications

We have good sermons

The Vitality of the Church: its size, the existence of the school, etc.

A faithful core of volunteers

Our doctrine

Strong Pastors and Staff

Our School

We are a young congregation

We are a generous people

The good example of the “Braille Ministry Model” → A concrete “product” to work toward

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The focus on Word & Sacrament

Congregational unity/community/harmony

We are Open-minded → willing to listen, willing to open up to others

Called Staff/Leadership

School Staff/Teachers

Youth/Teen Program

Stuff gets done!

The Holy Spirit is present here, and you can tell!

Respect for others

VBS

School

Land

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School

Family Ministry: to School Families, to Congregation families

Talented staff

We're good at worship

Our Culture

Financially stable

Our doctrine

## Weaknesses

Childcare for events/worship/etc.  
Attendance: worship, Sunday School, meetings  
Volunteerism/participation  
Connectivity to one another  
Small Group ministry isn't as strong as it could be  
Evangelism—we don't do it much  
Growth—slow and steady these days  
Space is limited  
Communication from the leadership (progress, decisions, etc.)

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Attendance: in Sunday School, and in Worship  
Building is maxed out for use  
General complacency: lack of volunteers, hard to get people engaged  
Not incredibly welcoming—facilities aren't conducive to it, either  
Too many services (to see everyone, know who's a member or not)  
Service overlaps with Christian Education hour  
A lack of diversity (white-washed)  
Reluctant to change  
Evangelism doesn't happen much (Where's the food cart?)  
Carrying out/follow-through on big ideas (Where's the food cart?)  
Caring for widows/elderly/homebound  
Not equipping kids in Bible/doctrine (due to absence)  
Lack of in-home family ministry  
Fellowship events—more? Or Better quality?

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Lack of volunteers  
Aging demographic—needs aren't met  
Need more small groups  
Low attendance at Christian Education (Sunday School & Adult)  
People don't know we have a school (in the community)  
Not enough room for more kids in the school if we wanted to grow  
Budget concerns—people aren't tithing, same amount of giving with greater number of people  
Not enough outreach  
Inactive members  
Kids leave after confirmation/graduation  
Either too many services or not enough service-mixing/inter-mingling

## Opportunities

Senior Ministry (to elderly)

A childcare/daycare center

School expansion

A growing/changing community to tap into → more diversity (Hispanic ministry, African American Ministry, various ethnic immigrant ministries via UCO, etc.)

Plenty of opportunities for increased outreach in community

“Inreach” to inactive members

Outreach through VBS

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A Strong foundation on which to build (outreach, volunteerism, etc.)

More cross-over between contemporary/traditional worship

Widow/elderly Ministry & fellowship

Stephen’s Ministry

People will respond financially if told what to give and why it matters

Daycare/Childcare ministry

Youth ministry—tap into better post-confirmation

Build up young adult program

Identify community needs, and organize ministry toward them

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Increase outreach in community

Partner with local non-profits

Identify what are HTLC&S ministries...and what’s not

Evening worship service(s)

Land on which to grow/build

School growth

Daycare

## Threats

Educating our youth in Scripture

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## Staffing

Part-Time (retired?) pastor for elderly ministry  
An Elderly/Singles/Widows ministry coordinator  
Connecting Servants Ministry strengthened  
Parish Nurse → More use out of the District PN; Use in the school?  
Counselor: Mental Health and Family care

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A 3<sup>rd</sup> Pastor (within 2-3 years)  
Family Counselor  
HR person to oversee issues for Church and School  
A Family Minister for Church & School needs  
A Financial Secretary (hired?)  
Family Life minister  
Called teachers  
Development manager → working with volunteers (?)

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Volunteers in general  
Welcome teams (volunteers)  
Pastoral Care  
Another DCE  
Ministry Fair (to highlight ministries to gain volunteers)

## Overall Ministry

Pastoral Care for our people

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Increase our diversity  
Expand mission visibility/engagement (Guatemala, Cristo Rey, etc.)  
Increase volunteerism  
Intergenerational ministry

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More in-flow than out-flow  
Confirmants utilized in Resonate  
Action card for kids  
Encourage new service/new place to sit occasionally  
Ministry to widows  
Small Group ministry re-examined  
Stephen's Ministry reboot  
Fellowship Events (More Quality not necessarily Quantity)  
Ministry to the Elderly  
Engaging volunteers  
Grow the youth program

## School/Education

Separate School Building

More variety in Sunday School class offerings

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Daycare

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Find our niche: is it sports? Is it arts? What? → then take it and run!

High school?

## Facilities

Storage!

School (Free-Standing)

Childcare Center

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Daycare

Church (Plant? Expand sanctuary?)

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Free-standing school

Kitchen upgrade

Family Bathroom

Daycare

A common gathering place

## Sustainability

A free-standing school would open up current classrooms for other uses

Adopt a needs-based-staffing strategy

Develop a pastoral transition plan

Develop a transition plan for an aging core leadership

No sacred cows!

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Daycare generates revenue to be used for other ministry

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Childcare center: Makes money, funds other ministries

Tithing; and, have a specific goal for people to give to

Keep (and attract) good leadership

A well-communicated campaign (like TMP)

Don't break ground until 60% raised (also a strength)

Don't focus on one age group/demographic only

Acquire land around us

Develop a "feeder system": daycare → Kindergarten → School

Daycare families to Church : School Families to Church : etc.

Need to be results-oriented: show what we've done/what we're working toward